

Summary: seminar 5 10/30/20

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This mentoring seminar series will help us build stronger mentoring relationships, and is based on materials distributed by the [American Physical Society](#).

Learning objectives

Students will have the knowledge and skill to:

- Explore the dynamics of the mentor-mentee relationship.
- Consider diverse mentee's perspectives when addressing mentoring challenges and solutions.

What do we think of when we think of mentoring?

Words highlighted in **bold** were words that we also wrote down in our first seminar.

- Achievement
- Adaptability
- **Advocate**
- Ally
- **Communication**
- Confidence
- Encouragement
- Empathy
- **Guidance**
- **Learning**
- Patience
- **Respect**
- **Responsibility**
- Support
- Transformation

Words that appeared in our first seminar but not today.

- Accountability
- Assistance
- Care
- Coach
- Comfort
- Friendly
- Informal
- Inspirational
- Professional
- Reliable
- Resource
- Sincere
- Teaching

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Discussion questions

1. What challenges do we face in mentoring relationships?
 - **Bias**
 - **Learning/work styles**
 - Mismatched/unreasonable expectations
 - Background/baggage
 - Poor/breakdown in communication
2. Approaches and strategies
 - Regular self-assessment
 - Implicit association tests (implicit bias)
 - Create community, in and beyond your group and department
 - Be an ally
 - Communicate openly and effectively
 - Be honest
 - Use different modes, such as email, in-person conversation, zoom, and slack.
 - Have, and use, multiple mentors