

Navigating the Mentoring Journey: Through Calm and Rough Waters



Your Guide for Today



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Objectives

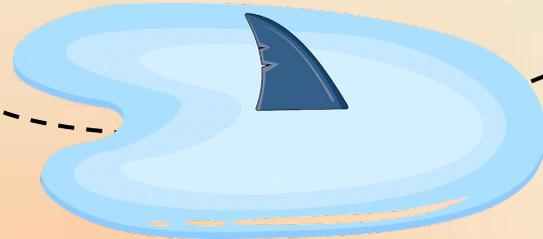
2. Initiate a mentoring relationship



1. Understand what mentoring is and the benefits



4. Determine when a relationship has stalled and how to pivot or end relationship



3. Know how to get the most out of mentoring



How to Define Mentoring?



Mentoring is a reciprocal and collaborative at-will relationship between individuals who can help each other grow, learn, connect, and share experiences.

– Katherine, Sonya, Sarah, and Tim

What is and is not mentoring?

Mentoring

Professional development / long-term goal focus

Highly individualized

Psychosocial support

Mentee driven / dynamic learning

Guidance

Not Mentoring

Therapy

Sit and watch relationship / passive learning

Coaching - task oriented

Managing or Supervising a Mentee

Giving or receiving distinct advice to solve problems

Training

Giving or receiving an individualized relationship in a professional learning context
Sit and watch relationship
Managing or Supervising a Mentee
Coaching - task oriented
Therapy
Training

Benefits to Mentoring



- General benefits of engaging in mentoring
 - Expands network and develops a closer sense of community
 - Provides opportunity to grow and learn from others
- Both mentor and mentee benefit for relationship
 - Mentor: Share knowledge and contribute to community growth
 - Mentee: Absorb the mentor's knowledge while engaging in self-reflection and growth
- Benefits can differ based on the type of mentorship and if the pairing is internal or external to current institution
 - Internal: Commits to employee development
 - External: Cross organizational relationships with different perspectives

Embarking the Mentoring Relationship

- What type of mentoring experience would best benefit you (for both mentors and mentees)? Group, one-on-one, internal, external, formal through organization, or informal.
- Mentees - Determine what growth is needed, etc. specific goals and timelines
- Mentors - reflect on expertise and identify areas comfortable to mentor on but remain flexible
- Mentee - Ask your identified mentor to initiate relationship and establish expectations



Cultivate the Relationship = Getting the Most Out of Your Mentoring Journey

- Responsibilities
 - What is the mentor and mentee responsible for during relationship?
- Define expectations of both parties
 - Meeting schedule, Timeline, Goals, Boundaries
- Add value to mentoring meetings / Prepare thoughtfully
 - The mentee drives the goals so they should drive the meetings
- Maintain boundaries and stick to goals
- Remain open minded to criticism and advice
- Be curious and willing to step outside of your comfort zone
- Recognize growth and changes
- **Clarity, Communication, Commitment, and Candor**



Has the Relationship Entered Rough Waters?

- Lack of initiative and accountability
- Time management issues
- Boundaries are not being respected
- Are you not getting the guidance you want?
- Misaligned chemistry or new cultures to consider
- Has there been a recent change?



To Change Course or Disembark the Relationship

- Re-commit to each other as mentee and mentor
- Re-establish boundaries and expectations
- Re-focus on enjoying the process
- Mentee shift to being open minded and ready for critique
- Identify what will be different moving forward
- Discuss what if scenarios and when to pull the plug



- Ending a mentoring relationship does not equal failure
- Plan to have a meeting to end the relationship
 - Show respect but allow space for reflection
 - Feel free to reference other mentors if needs have shifted
- What is next?

SRAI - Odyssey Mentoring Program

- SRAI Mentoring Program
 - 1 Year long – starts in January
 - One-on-one pairings
 - Independently paced
 - Mentee: People new to research administration, new to your role in research administration, or wanting to prepare for something new in research administration.
 - Mentor: Experienced members
 - Need to be full SRAI member
 - Applications are open and close **November 29, 2024**
 - If you have questions about the program please email membership@srainternational.org
 - [Odyssey Program - SRA International](#)

What do you love about the Odyssey Program?



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Questions?

A vibrant tropical beach scene with a blue sky, turquoise ocean, and sandy shore. The scene is framed by lush green foliage, including large monstera leaves and palm fronds. A string of warm white lights hangs across the top. In the foreground, there are two surfboards (one orange, one striped), a pink flamingo, a thatched umbrella, a coconut drink with a blue straw, and several starfish. A yellow sign on a bamboo frame is visible on the left. The text "Time to Disembark, Thank you & Time for Lunch!" is centered in the upper half of the image.

Time to Disembark,
Thank you &
Time for Lunch!

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