

Lift Her Up: The Power of Mentorship and Sponsorship

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Take Stock: Mentorship and Sponsorship Worksheet

- ◆ **A personal narrative of where you are, your job description:**
 - Does this align with your division chief and department chair's vision?
 - Do you have a vision for the future- where are you going in 5 years, in 10 years?

- ◆ **Who are your advisors: mentors and sponsors?**
 - What additional resources do you need?
 - Is my current mentorship adequate?
 - Is my current sponsorship adequate?

- ◆ **What do I bring to the relationship?**
 - Am I a good mentee?
 - Am I a good “sponsee”?
 - Can I develop skills to be a good “sponsee”?

Mentorship Defined

- ◆ **A collaborative learning relationship that proceeds through purposeful stages over time.**
- ◆ **The primary goal of helping mentees acquire the essential competencies needed for success in their chosen career.**
- ◆ **It includes using one's own experience to guide another through an experience that requires personal and intellectual growth and development.**

- Pfund *et al* 2016: McGee 2016

Sponsorship Defined

- ◆ **Sponsorship is the public support by a powerful, influential person for the advancement and promotion of an individual for whom he or she sees untapped or unappreciated potential**
 - Travis et al.



Mentors vs. Sponsors

Mentors...	Sponsors...
Have mentees	Have protégés
Can be anywhere in hierarchy	Have hierarchical or positional authority
Advise privately	Advocate publicly
Speak with you	Speak about you
Give you perspective, advice, feedback	Same and also give protégé opportunities
Help craft a career vision	Drive a career vision
Help navigate corporate politics	Provide exposure to other executives and decision makers
Offers empathy and a shoulder to cry on	Has your back
Provide insight into mentee's work and advice on visibility	Champions protégé's work and create visibility often by using their own platforms and reputation
Promote inclusion	Same and confront and interrupt bias
Expect little in return	Expect stellar performance and loyalty

Key Questions:

- ◆ **What are the qualities of a good mentor?**
- ◆ **What are the qualities of a good mentee?**
- ◆ **How can I get the most from my mentoring experience?**
- ◆ **Should I formalize my mentoring assignment and plan?**

Mentor Can Help Assure Job Description-Expectation Match

- ◆ **Time in clinic/productivity aligned with % effort**
- ◆ **Specific research areas**
 - # grants/pubs
 - Collaboration with certain investigators
- ◆ **Teaching requirements**
- ◆ **Compensation structure**
- ◆ **Evaluated for promotion**
 - Academic “classic”
 - Other promotion- leadership opportunities, etc

Action Plan: **Mentorship Agreement Template**

The purpose of this template is to assist you in documenting mutually agreed upon goals and parameters that will serve as the foundation for your mentoring relationships. While mentors and mentees may find mentorship agreements to be useful, they are optional. This template is expected to be altered to meet individual needs.

Mentorship Agreement Template

[1] *Goals* (what you hope to achieve as a result of this relationship; e.g., gain perspective relative to skills necessary for success in academia, explore new career opportunities/alternatives, obtain knowledge of organizational culture, networking, leadership skill development, etc.):

[2] *Steps to achieving goals* as stated above (e.g., meeting regularly, manuscripts/grants, collaborating on research projects, steps to achieving independence, etc.):

[3] *Meeting frequency* (frequency, duration, and location of meetings):

[4] *Confidentiality*: Any sensitive issues that we discuss will be held in the strictest of confidence. Issues that are off limits for discussion include:

[5] Plan for *evaluating relationship effectiveness* (e.g., bi-annual review of mentorship meeting minutes, goals, and outcomes/accomplishments):

[6] *Relationship termination clause*: In the event that either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honor that individual's decision without question or blame.

[7] *Duration*: This mentorship relationship will continue as long as both parties feel comfortable with its productivity or until _____

Mentor's Signature

Mentee's Signature

Date:

