

# THE PUSH AND PULL OF MENTORING

---

MELISSA KOSINSKI-COLLINS (KOSINSKI@BRANDEIS.EDU)

PROFESSOR OF BIOLOGY



# WHO AM I?

---

- Professor of Biology
- Teach ~300 students per year in Introductory Biology Lab
- Instruct ~24 TAs per year
- Academic Adviser to the STEM Posse (20 students from NYC/Atlanta) per year
  
- 17 years of teaching at Brandeis....

# WHO ARE YOUR MENTORS?

---

- Identify a mentor from your professional life
- Identify a mentor from your personal life

# MY MENTORS

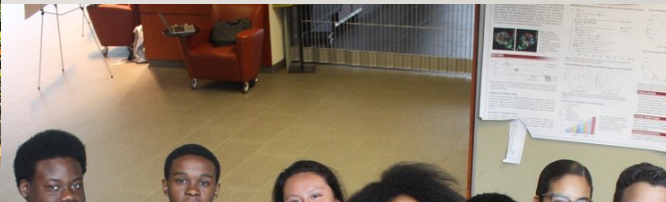


# WHO ARE YOUR MENTEES?

---

- Identify a mentee from your professional life
- Identify a mentee from your personal life

# MY MENTEES



# HOW DO WE DEFINE A MENTOR-MENTEE RELATIONSHIP?

---



# WHAT ARE THE COMPONENTS OF A SUCCESSFUL MENTORING INTERACTION?

---

Brain storm a list of adjectives describing a productive mentoring relationship





# WHY IS MENTORING SO CHALLENGING?

---



# WHY IS MENTORING SO CHALLENGING?

---

- Intimate knowledge of each other
- Preconceived notions
- Power struggle (who is in charge?)
- Personality
- Different motivation levels
- Different expectations
- Knowledge differences
- Competition



# MOST PROBLEMATIC MENTORING INTERACTION

---

- Near-peer mentoring



# MOST PROBLEMATIC MENTORING INTERACTION

---

- With my peers



# BEFORE STARTING TO MENTOR: DEFINE WHAT EXPECTATIONS YOU HAVE

---

- List 3 goals you have for this experience.
- List 3 goals you have for your mentee/mentor.
- Finish the statement: If I accomplish \_\_\_\_\_, then this experience has been worth my time.

# WHAT EXPECTATIONS SHOULD YOU ESTABLISH AS A MENTOR-MENTEE?

---

- Safe space
- Effort/time requirements
- Respect (time, interpersonal interactions, etc.)
- Accessibility
- Anger Management



# HOW DO YOU PROTECT YOUR TIME?

---

- Make a weekly/biweekly meeting
- Make a boundary designation
- Make a shared google calendar or share calendars
- It's ok to let them see you have other responsibilities
- It's okay to say “no”

# ADVICE

---

- Set up expectations and desired outcomes right away
- Modify your outcomes as needed
- Be honest and maintain an open space
- Create a written reflection after each meeting
- Be honest with yourself
- Get advice from the outside

**Reflections About My Week**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

This week I did my very best on \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I think I could have done better on \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Some goals I have for next week are \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Overall, this is how I would rate my work from this week: (circle one)

BEST EVER	Super	I could have done better.
	Pretty good.	I need to work harder!



# AFTER MEETING WITH YOUR MENTEE: REFLECTION EXERCISES

---

- How would you score yourself?
- How would your mentor/mentee score you?
- What can you do better?
- What can you learn from this experience?

**Think About It Form**

Student's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Directions: Complete this "Think About It" form if you feel it is appropriate to "Think Out." Think about your behavior, the choices you made, statements you did not follow, and the results of your actions. Be open to other ways, questions, thoughts and ideas. Fill in the form at the bottom before turning it in to your teacher. This form will be discussed with your teacher and used in your behavior folder. If you are absent for 10 consecutive days or more, this form will be sent home with you. All parents will need to review, discuss, sign, and return it to school on the following school day. This will remind every day that this form is not returned to your teacher.

1. Which rule did you break?

Be Respectful  
 Be Responsible  
 Be Ready  
 Be Safe

2. What made you to break this rule? What was the problem?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Why is it important to follow this rule?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. What can you do to fix this problem and improve your behavior?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Student's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Teacher's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Parent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**“WE WORK WELL TOGETHER 95% OF THE TIME, BUT IT’S THE OTHER 5% WHERE WE GROW”**

---



# WHAT RELATIONSHIPS DO YOU FOSTER, WHICH DO YOU LET GO?

---

- Come up with a plan for yourself about how to maintain relationships
  - Who will contact who?
  - How do you want to be contacted?
  - How often?
  - What do you want to know?
  - Professional versus personal relationships
- My “KC” plan
  - How many mentees do I have?
  - Where are they?

# WHERE ARE WE NOW?

---

