

WIMS Mentorship Needs Assessment

March 2nd 2023

Quick Details

◆ 13 responses

◆ Responders could choose not to give a response to any question

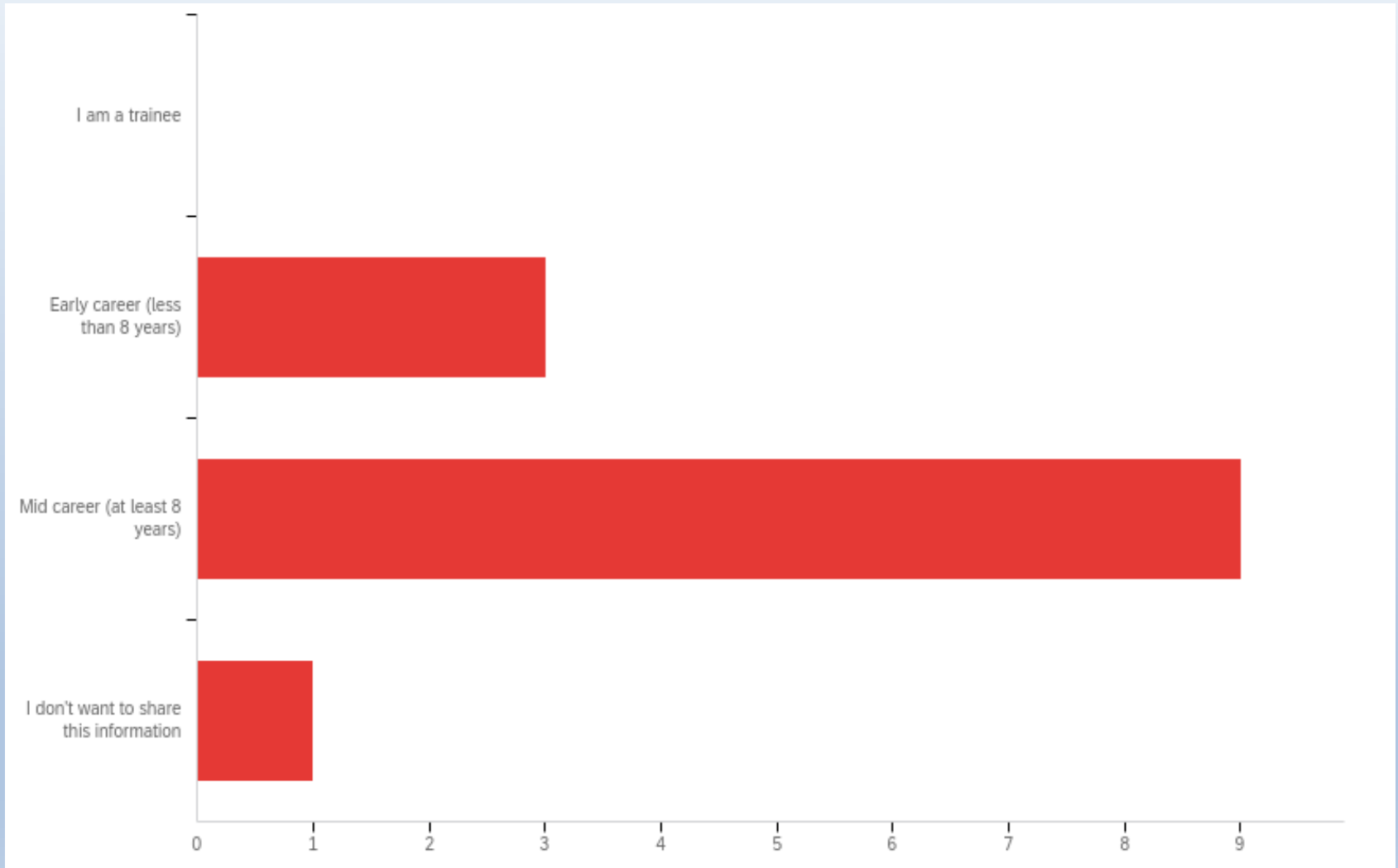
◆ Anonymous

◆ Still open! 😊

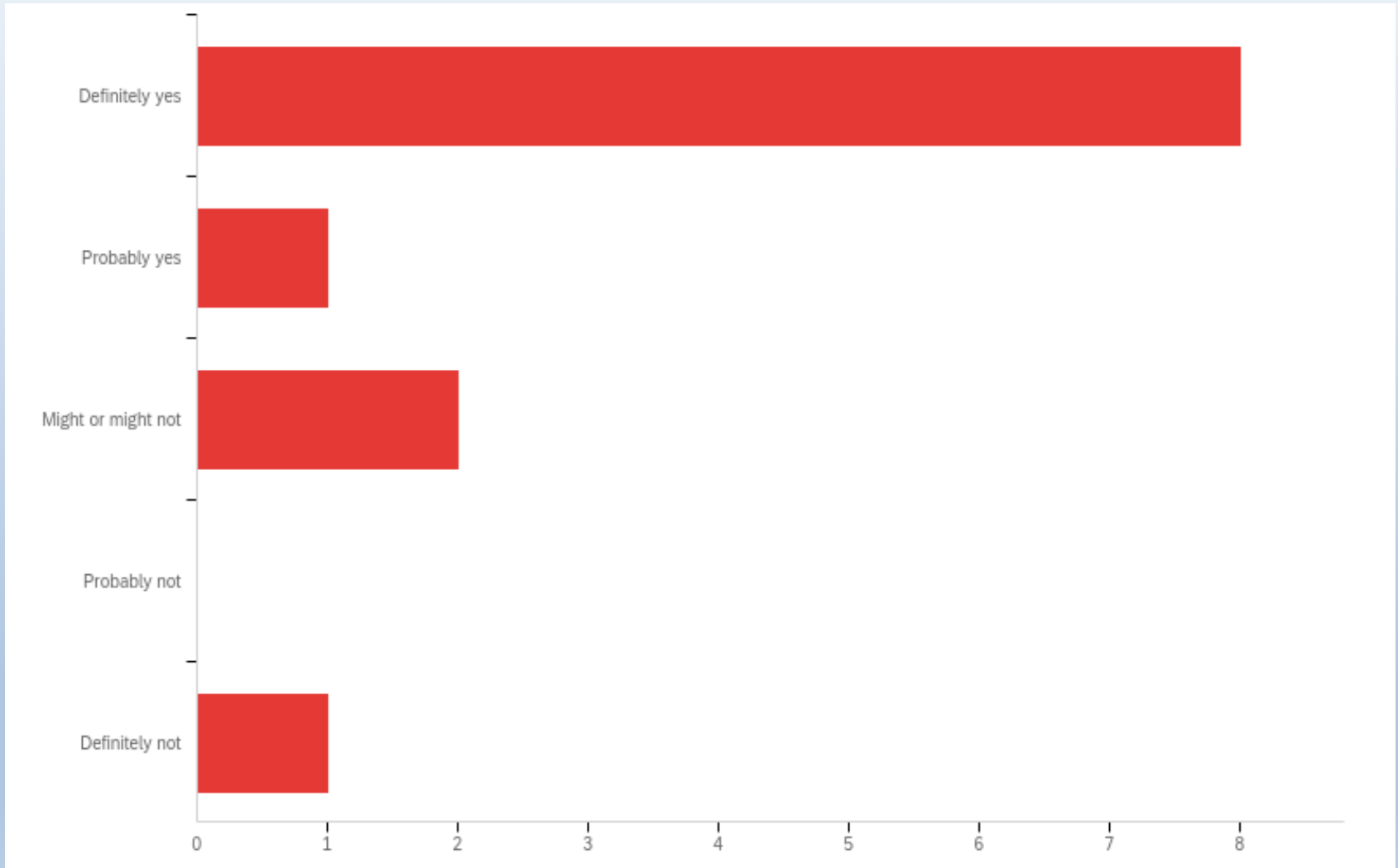
Characteristics of Respondents

- ◆ Most characterized themselves as mid-career, using the AAMC framework of careers (ie, at least 8 yrs of practice)
- ◆ Most were interested in some sort of mentoring
- ◆ Even more were interested in being a mentor

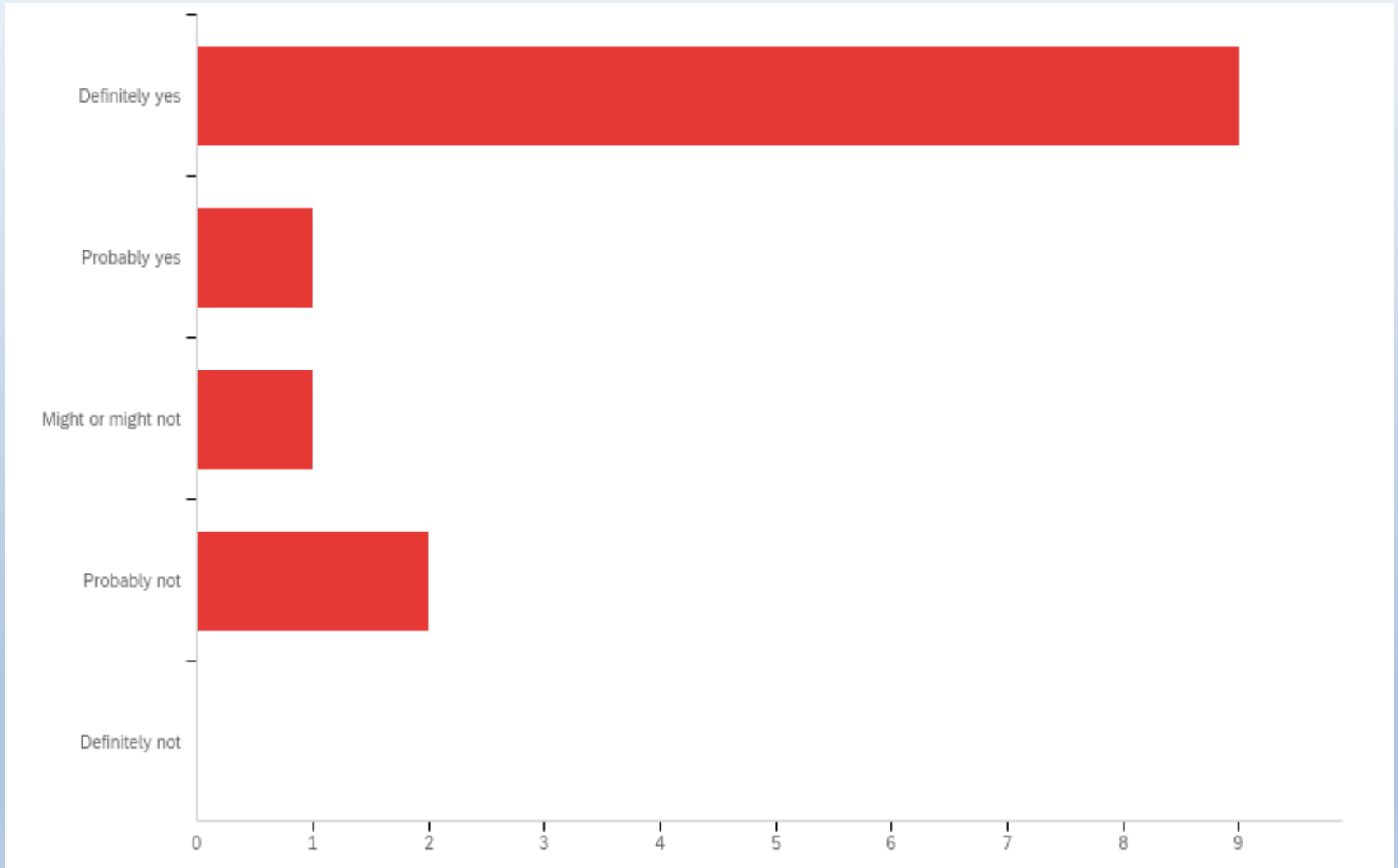
Q1 - Please share your current career experience level:



Q2 - Are you interested in being mentored?



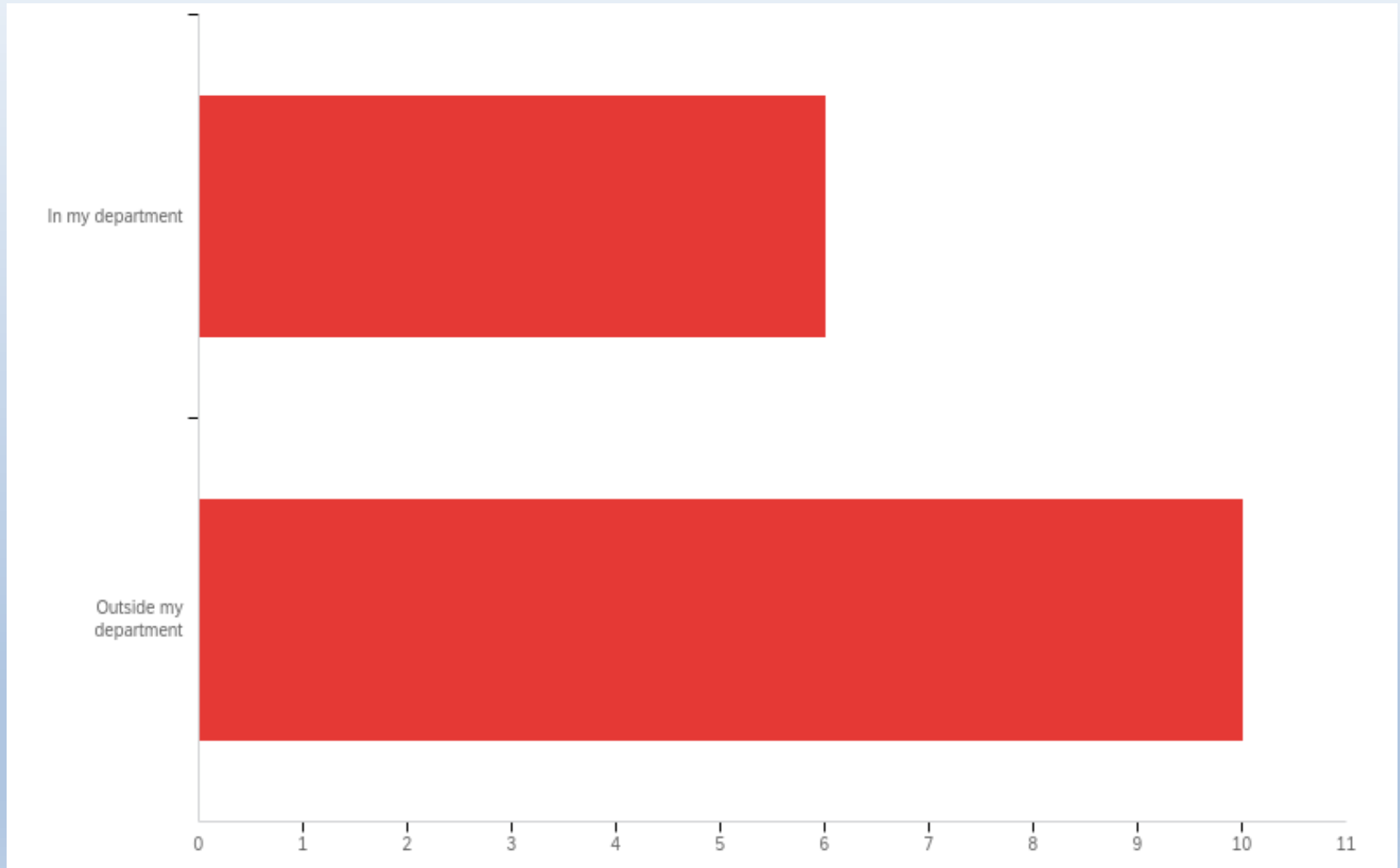
Q3 - Are you interested in being a mentor?



Outside Help Wanted!

- ◆ Almost twice as many respondents wish for a mentor who is not in their department

Q6 - I would like a mentor (choose all that apply)

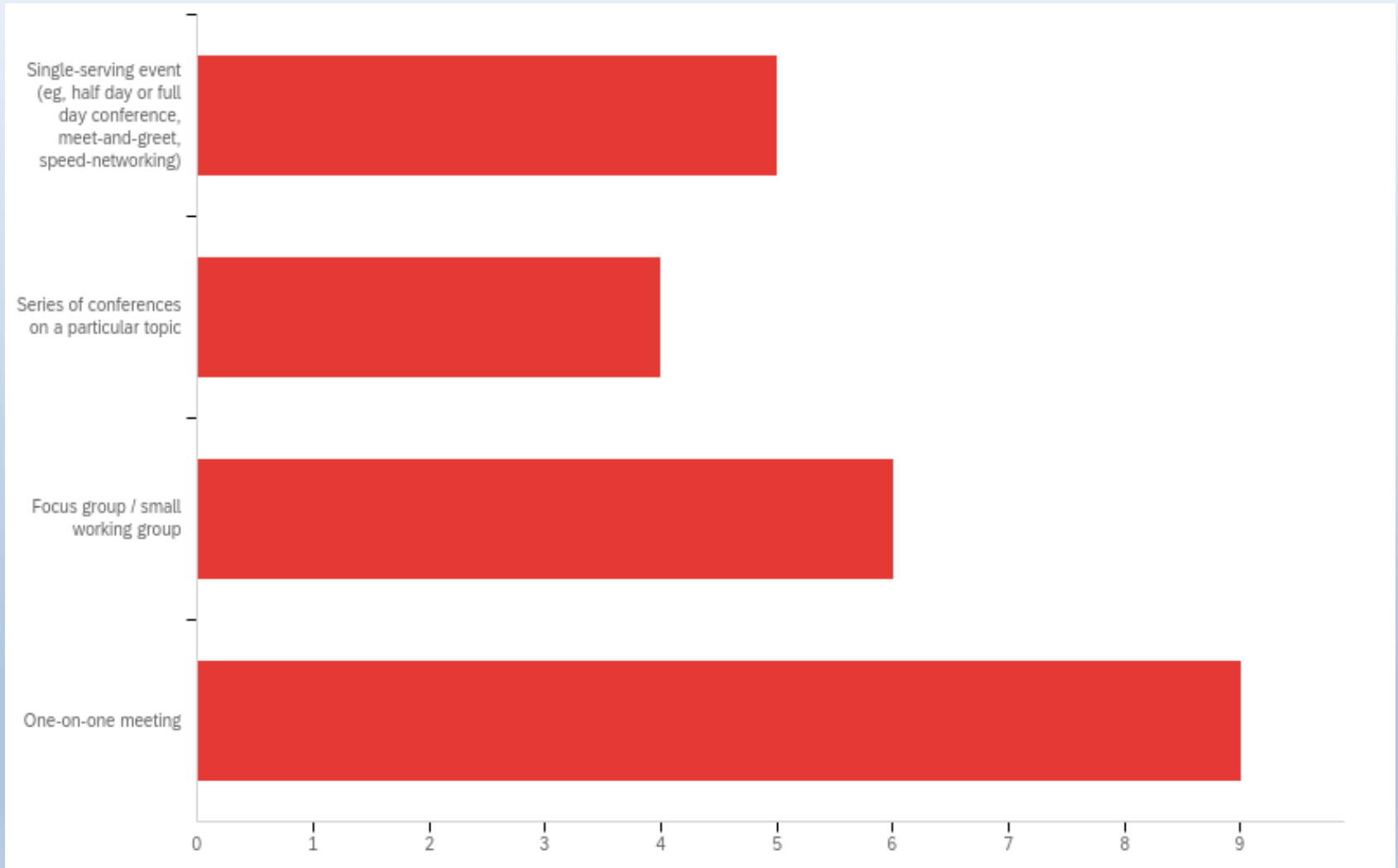


Desired Settings for Mentoring

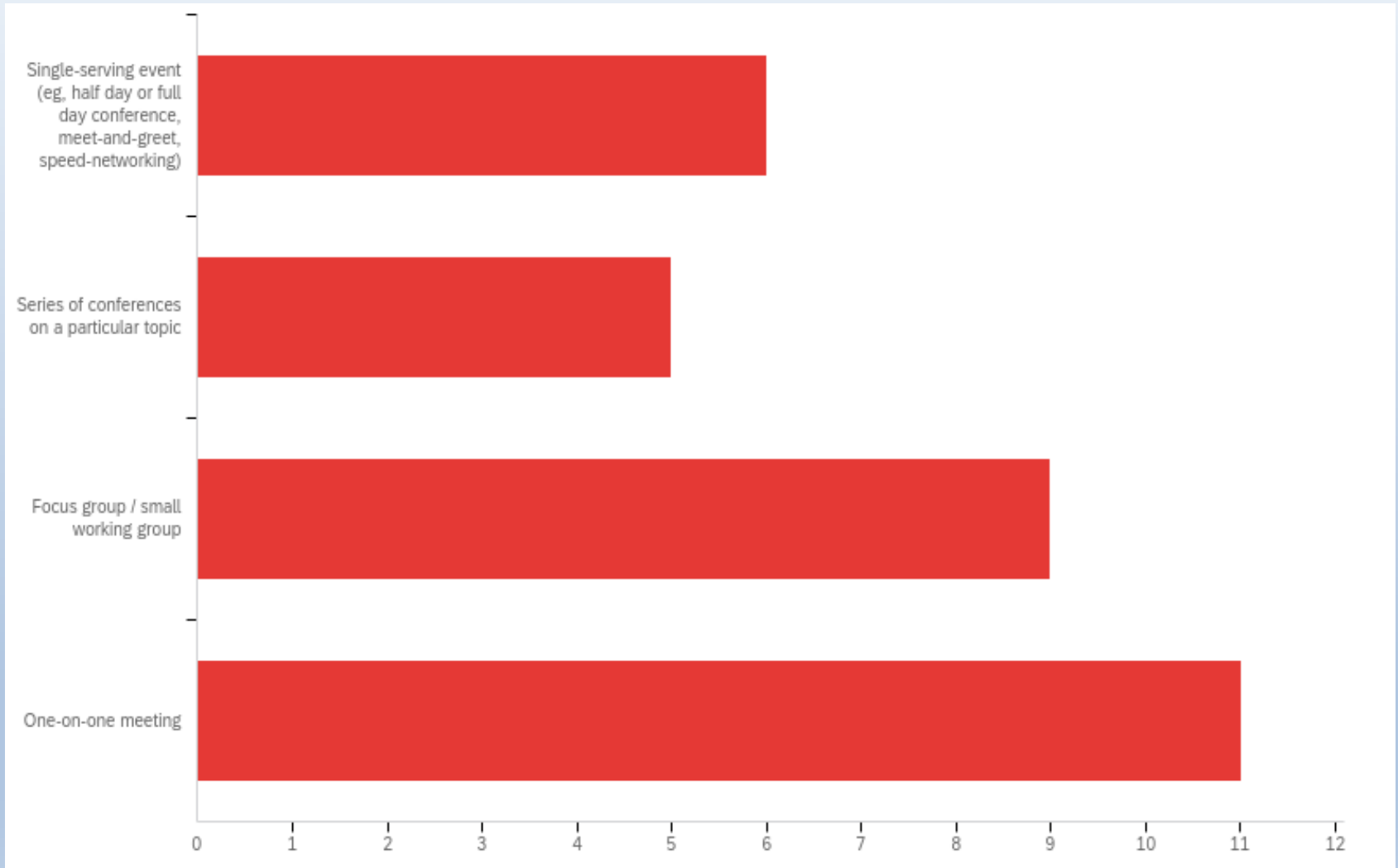
◆ As both mentors and mentees

◆ Small group and one-on-one

Q9 - What kinds of mentoring events interest you as a mentee?



Q16 - What kinds of mentoring events interest you as a mentor?



Topics for Mentoring

- ◆ Wide variety, but some themes emerged
 - ◆ Perhaps reflecting this mid-career skew
- ◆ Offering mentoring in early career / onboarding, work-life balance, single-issue mentoring / coaching, “I don’t know but I’d like to try!”
- ◆ Being mentored in career trajectory, promotion, and leadership

Q4 - In what areas are you interested in receiving mentoring? Please drag your choices to rank in order of importance to you. 1=most important.

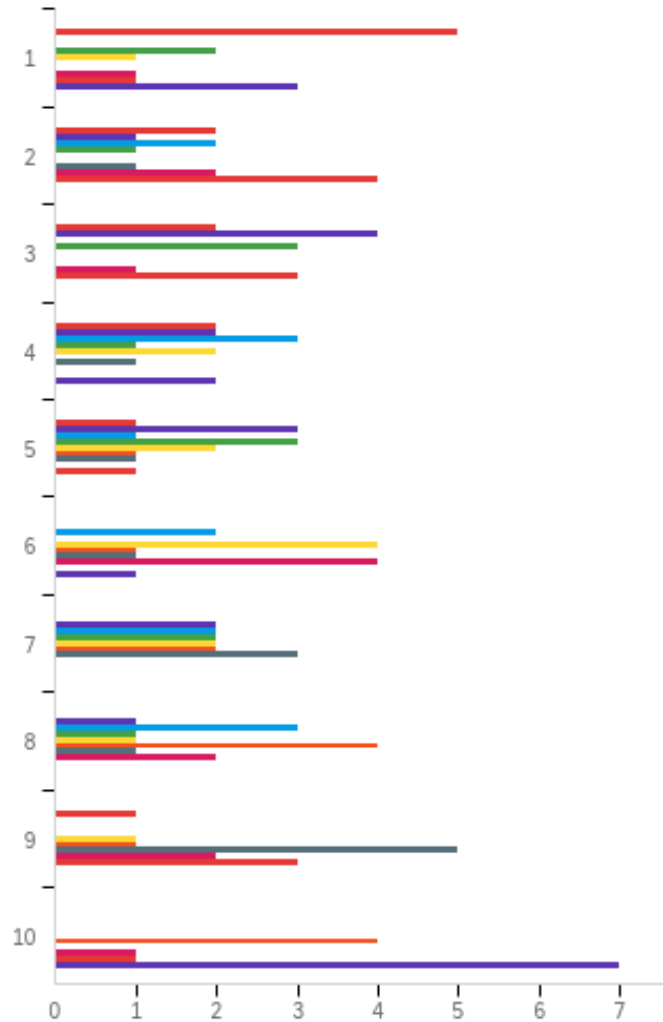
- Early career / onboarding
- Career trajectory
- Promotion / tenure
- Work-life integration / wellness
- Leadership
- Research opportunities
- Conflict resolution / crucial conversations / change management
- Mentoring learners / faculty
- On-the-spot / single issue mentoring
- I don't know, I just want some mentoring!

Q4 - In what areas are you interested in receiving mentoring? Please drag your choices to rank in order of importance to you. 1=most important.



-Career Trajectory
-Promotion / Tenure
-Leadership

Q7 - In what areas are you interested in serving as a mentor? Please drag choices to rank in order of interest to you. 1=most interest.



- Early career / onboarding
- Career trajectory
- Promotion / tenure
- Work-life integration / wellness
- Leadership
- Research opportunities
- Conflict resolution / crucial conversations / change management
- Teaching about mentoring learners / faculty (ie, meta-mentoring)
- On-the-spot / single issue mentoring
- I don't know, but I'd like to try!

- Early career / onboarding
- IDK but I'd like to try
- Work-life integration / wellness
- On-the-spot / single issue mentoring
- Career trajectory

Pitfalls / Problems in Mentoring Relationships

- ◆ Lack of follow up
- ◆ Lack of connection
- ◆ Difficulties with sustainability
 - ◆ Mismatched schedules
- ◆ Mentoring through the hard times is as important and mentoring through the good

Mentors Appreciate

- ◆ Open, honest communication
- ◆ Shared values
- ◆ Clear goal setting
- ◆ Commitment to keeping on task
- ◆ Training on how to be a mentor
 - ◆ meta-mentoring

Mentees Appreciate

- ◆ Mentors who get to know them
- ◆ Mentors who sponsor
 - ◆ Send opportunities
 - ◆ Make connections
 - ◆ Title / time / space / \$\$ to pursue a passion / talent
- ◆ The critical value and power of having support for big next steps
- ◆ Informal guidance—less “chore” and more “enrichment” or “guidance”

Thanks and Next Steps

