



Optimizing the Mentor/Mentee Relationship

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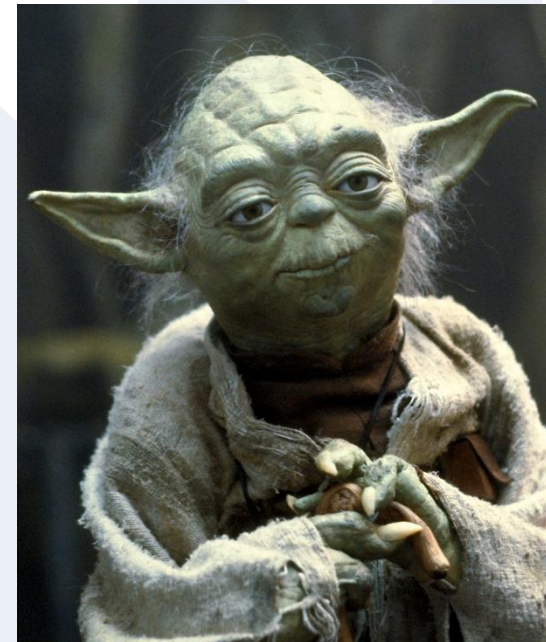
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Disclosures

- I have no relevant financial relationships to disclose as it pertains to the content of my presentation

What is a Mentor?

- A person with *greater knowledge and/or experience*
- An active *partner* in an on-going relationship who helps a learner to:
 - *maximize potential*
 - *reach personal and professional goals*



Why do you need a Mentor?

- Offers career guidance and advice

Research

Clinical

Personal

Career

- Helps you navigate the treacherous waters of life as an academic surgeon



What are you looking for in a Mentor?

- What kind of help/guidance do you need?
- Research
 - Exposure to the basic research process
 - Development of Specific Research Skills
- Career guidance
 - Help in matching into a specific specialty
 - Academic vs. private practice?
 - Work/life integration



Resident Research Mentor

- Provides an opportunity to join in their established research program to:
 - Develop and support your growth in research
 - Provide you opportunities to take on projects
 - Develop research skills you will need
- What do you need from a research mentor?
 - Your past experience
 - You learning goals

These are my
GOALS

Career Mentor

- Are they familiar with the specialty that you are most interested in?
 - Do they understand what is needed to be competitive to match into a fellowship?
 - Are they connected to others in the field?
- Are they familiar with the type of practice/job you are looking for?
- Are they familiar with the demands you have outside of the hospital?
 - Children or Spouse

Finding Good Mentors

- Choose someone
 - you like and respect
 - is knowledgeable in your area of interest
 - shares your values and ethics
 - who has the TIME



What is the Ideal Mentor?

- Experience/Established Expertise
 - Asking the write questions
 - Able to get work done and published
- Available
 - How many mentees do they have?
 - How much time can they spare?
 - Who else can support you?
- Good communicator



Questions to ask yourself

- Do you respect them and their career path?
- Do they excel in an area that you are interested in learning?
- Can they commit the time that you need?

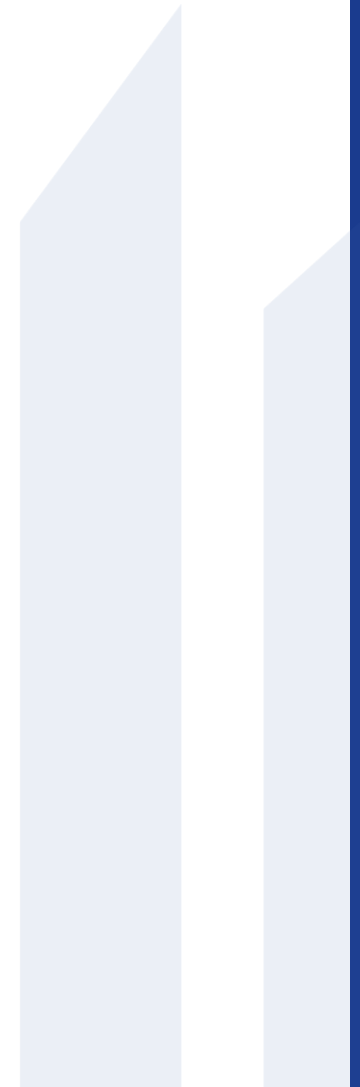
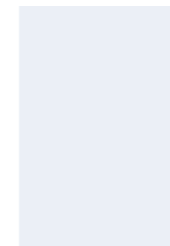
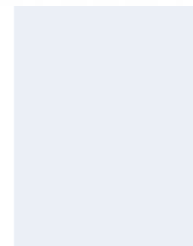
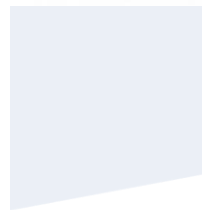


Mentorship may require a team

- No **1** person has everything that you need
- May need separate mentors for different aspects
 - Clinical Expertise
 - Research Methods
 - Work/Life Balance
- Time is precious
 - ➔ use the mentor's time to focus on what they do best



Mentorship is a Partnership



What is the Ideal Mentee?

- Enthusiastic
- Knows what they want
- Communicates needs
- Good follow through
- Accepts failure
- Responds well to feedback



Why Do Mentor-Mentee Relationships Fail?

- **Mentor**
 - ✓ Overly critical
 - ✓ Inadequate direction
 - ✓ Taking ownership of research, grants, publications, patents
 - ✓ Not enough time or interest



Why Do Mentor-Mentee Relationships Fail?

- **Mentee**

- ✓ Not communicating needs to mentor
- ✓ Lacking respect for the mentor
- ✓ Not following through with work

You are
what you
do, not what
you say
you'll do.

How should you communicate with your mentor?

- Schedule regular meetings
- Have an agenda/plan
- If you need feedback -send it a few days before
- Bring an update on what you discussed last time
- Remember deadlines are for the final product
 - Abstracts – 2 weeks
 - Papers – 1 month

Success in academic surgery requires Sponsorship

- Public support by a powerful, influential person for the advancement and promotion of an individual within whom he or she sees untapped or unappreciated leadership talent or potential
- They **“open doors”**



Finding an Effective Sponsor

- Need to be in a position of power to open doors for you
- They need to believe in you and know that you will deliver
- You have to prove your value to them through performance



Mentorship vs. Sponsorship

- **Mentor:** Helps you navigate your career choices and decisions
- **Sponsor:** uses influence to help you obtain opportunities
- Your **MENTOR** may also serve as a **SPONSOR**

Take Home Messages....

1. Know what you are looking for from a Mentor
2. Find a mentor that not only has the expertise you need but that you respect
3. You may need more than 1 mentor
4. If your mentor can't function as a sponsor, you need to find a sponsor
5. Work to be the ideal mentee

Thank You!

Questions?

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