



EMERGING LEADERS IN CONTRACEPTIVE TECHNOLOGY INNOVATION

DISCUSSION GUIDE 4 – Mapping Your Mentor Network

Introduction to One-On-One Mentoring Sessions

The purpose of this guide is to provide a structured approach for your one-on-one mentor-mentee meetings. We suggest that you take turns asking one another questions during these sessions using the suggested questions below. Keep in mind that these templates and activities are provided to you as optional guidelines/resources and do not need to be followed exactly. If you would like to skip questions, modify, or continue a discussion that is particularly helpful, please feel free to do so.

Ground Rules

Consider the following list of dos and don'ts as you engage in your mentoring relationship:

- During mentoring session, remove any distractions (like phones and email) in order to provide 100% focused attention.
- Respect boundaries. Don't ask questions that are too personal unless permission is given.
- Keep commitments while also being mindful of busy schedules.
- Treat sensitive information as confidential.
- Be open to learning new things and be accepting of new and different perspectives.
- Quickly bring any issues, questions, or concerns to the attention of the *Emerging Leaders in CTI* point of contact, Emily Hoppes (ehoppes@fhi360.org).

Discussion: Reflecting on Expectations (15 mins)

Think back to the first one-on-one conversation you had with your mentor/mentee about expectations.

Reflecting on Expectations	
QUESTIONS FOR YOUR MENTOR	QUESTIONS FOR YOUR MENTEE
<ul style="list-style-type: none"> • How do you think you are doing in meeting the expectations of your mentor in this relationship? • How can you improve over the next few months to better meet these expectations? • What kind of support do you need from other mentors outside of this relationship? <i>(Note: You can use the activity below to help answer this question.)</i> 	<ul style="list-style-type: none"> • How do you think you are doing in meeting the expectations of your mentee in this relationship? • How can you improve over the next few months to better meet these expectations? • How might you use you networks to provide this type of support to your mentee? <i>(Note: You can use the activity below to help answer this question.)</i>

Activity: Mentor Network Mapping – Part 1 (20 mins)

It is important for students and young professionals to not just rely on one mentor relationship to meet all of their need, but rather to create a network of mentors that can support in the wide range of skills they hope to build and develop.

DIRECTIONS:

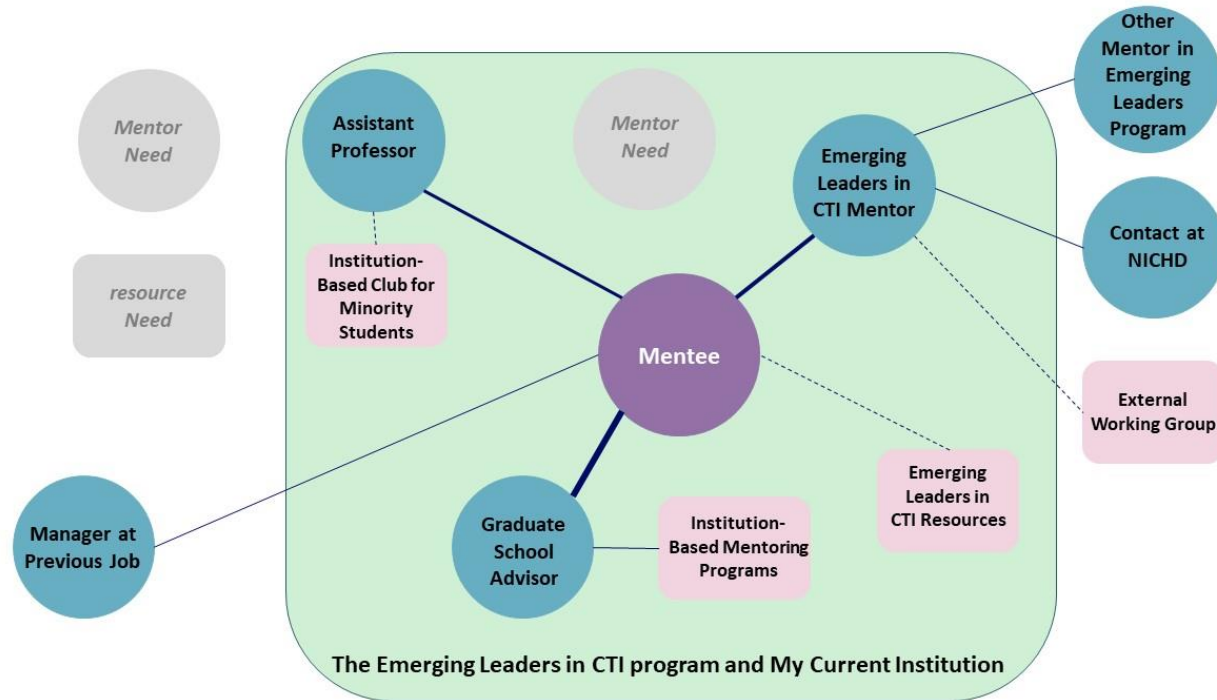
Mentees - Use the table below to identify the constellation of mentors who will support your professional development priorities in the future. (*Note: More than one mentor can be assigned to each skill*).

Mentors – Work through this table with your mentee identifying the areas where you might be best positioned to provide support (column 2) and offering connections where your mentee has selected “Have No Mentor” (column 5).

Mentor Roles	Emerging Leaders in CTI Mentor	Mentor at Current Institution	Mentor External to Current Institution	Have No Mentor	Do Not Need a Mentor
Research skills					
Area-specific research skills					
Science Communication					
Effective Collaboration					
Grant Proposals & Funding					
Interpersonal skills					
Define & Align Expectations					
Honest Constructive Feedback					
Communication and Trust					
Psychosocial skills					
Research Confidence					
Career Confidence					
Motivation					
Cultural Diversity Skills					
Sense of Belonging					
Diversity Conversations					
Addressing Bias and Stereotype Threat					
Sponsorship skills					
Foster Independence					
Aid in Networking					
Aid in Work/Life Integration					
Aid in career option exploration & navigation					

Activity: Mentor Network Mapping – Part 2 (20 mins)

If you have time left in your one-on-one session, use the example of the mentor map below and the insights gained from Part 1 to develop your own mentor map to aid in identifying and navigating your own mentoring relationships, as well as to establish new ones based on your unmet mentoring needs.



DIRECTIONS: Work through creating this map together using a pen and paper or PowerPoint.

- Start out by placing a node that represents the mentee in the center of the map.
- Then, draw a large shape around it to represent the Emerging Leaders in CTI program and your current institution (green box in the example map above).
- Think about which mentors (circles) and mentoring resources (rectangles) are currently available to you, then draw them into your mentor map. Make use of the distance and connections among nodes to represent the relationships and interactions between you and your mentors or your engagement with a particular resource (thinner and thicker solid lines representing the strength of the relationship, and distance representing professional, physical, or emotional distance to a particular mentor).
- Finally, think about which of your mentoring needs continue to be unmet, and draw some differently-colored nodes to represent these (grey nodes in the above example).

Where unknown nodes exist or relationships are yet to be established, take time to discuss with your mentor effective ways to move forward.