



## EMERGING LEADERS IN CONTRACEPTIVE TECHNOLOGY INNOVATION

### DISCUSSION GUIDE 3 – Facing Challenges and Building Resilience

#### 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](mailto:ehoppes@fhi360.org)).

#### Resources: Building Resilience

Review some of the resources and quotes below before this discussion with your mentor/mentee.

- [Building your resilience](#), American Psychological Association, 2020  
*"While certain factors might make some individuals more resilient than others, resilience isn't necessarily a personality trait that only some people possess. On the contrary, resilience involves behaviors, thoughts, and actions that anyone can learn and develop. The ability to learn resilience is one reason research has shown that resilience is ordinary, not extraordinary."*
- [The Secret to Building Resilience](#), R. Cross, K. Dillon, and D. Greenberg, Harvard Business Review, 2021  
*"...resilience is not purely an individual characteristic, but is also heavily enabled by strong relationships and networks. We can nurture and build our resilience through a wide variety of interactions with people in our personal and professional lives. These interactions can help us to shift or push back on work demands and alter the magnitude of the challenge we're facing."*
- [Five Science-Backed Strategies to Build Resilience](#). K. Newman, Greater Good, 2016  
*"Here are 12 resilience practices (squeezed into five categories), which can help you confront emotional pain more skillfully...1. Change the Narrative...2. Face your fears...3. Practice self-compassion...4. Meditate...5. Cultivate Forgiveness."*

\*Before beginning your discussion for this week, check in on any suggested reading or “assignments” from your last one-on-one session.

Strengths, Weaknesses, the Contraceptive R&D Field	
QUESTIONS FOR YOUR MENTOR	QUESTIONS FOR YOUR MENTEE
<ul style="list-style-type: none"> <li>• Discuss a challenge you have faced recently in your career and the steps you took in addressing that challenge.</li> <li>• Do you have any suggestions for how I might have better addressed the challenge I discussed?</li> <li>• What are some of the most common challenges contraceptive technology professionals face in their day-to-day work/projects?</li> <li>• What are some skills I should be building now in order to face these types of challenges in my future career?</li> <li>• What do you personally think it means to be resilient?</li> <li>• How have you built resilience in your life and career thus far?</li> <li>• Do you think finding time to rest and relax is important for building resilience? Why or why not?</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss a challenge you have faced recently in your life or career and the steps you took in addressing that challenge.</li> <li>• What are some of the most common challenges students and young professionals face?</li> <li>• What some of the skills and strengths you have already developed that you think will serve you well in facing future career challenges?</li> <li>• What do you personally think it means to be resilient?</li> <li>• What are some ways you can build or have built resilience in the past?</li> <li>• Do you think finding time to rest and relax is important for building resilience? Why or why not?</li> </ul>

### Next Steps

Any suggested reading to complete before the next meeting? \_\_\_\_\_

Any suggested “assignments” to complete before the next meeting? \_\_\_\_\_

Date and time of next one-on-one session? \_\_\_\_\_