



EMERGING LEADERS IN CONTRACEPTIVE TECHNOLOGY INNOVATION

DISCUSSION GUIDE 2 – Strengths and Weaknesses

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).

Assessing Strengths and Weaknesses

Before the meeting this month, both mentors and mentees should take some time to think carefully about their professional strengths and weakness. You may even want to write down a list of these in preparation for your meeting. Here is a list that can help you get started:

STRENGTHS

- Action-oriented/entrepreneurial
- Attentive/detail-oriented
- Collaborative
- Committed/dedicated
- Creative
- Determined
- Disciplined/focused
- Empathetic
- Enthusiastic/passionate/driven
- Flexible/versatile
- Honest
- Innovative
- Patient
- Respectful

WEAKNESSES

- Disorganized
- Self-critical/sensitive
- Perfectionism
- Shy/Not adept at public speaking
- Competitive
- Limited experience
- Not skilled at delegating tasks
- Take on too much responsibility
- Not detail-oriented/too detail-oriented
- Not comfortable taking risks
- Too focused/lack of focus

Discussion Questions

*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"> • What are some of your greatest strengths and how have these helped you in your career in contraceptive R&D? • What do you think other people you work with say your strengths are? Does this differ from the list you created yourself? • What do you think are some of the most important strengths for those working in contraceptive R&D and how do these align with different roles in the field? • What are some of your weaknesses that have posed a challenge in your career in contraceptive R&D? • What do you think other people you work with say your weaknesses are? Does this differ from the list you created yourself? • Do you think weaknesses are something we can overcome? • What practices do you use to get feedback so that you can continue to improve on your weaknesses and maintain your strengths? • Are there any strengths or weaknesses you’ve noticed in me so far? 	<ul style="list-style-type: none"> • What are some of your greatest strengths and how have these helped you in your education and/or career so far? • What do you think other people you work with say your strengths are? Does this differ from the list you created yourself? • What are some strengths you are hoping to improve even further and why? • What are some of your weaknesses that have posed a challenge in you education and/or career so far? • What do you think other people you work with say your weaknesses are? Does this differ from the list you created yourself? • Do you think weaknesses are something we can overcome? • What are some weaknesses you are hoping to work on improving and why? • What can I do to help in your development (in furthering your strengths and improving your weaknesses)?

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? _____