

Quotes Mentoring ECR Lunch Nov 22nd

On deciding to find a mentor:

- I didn't think I needed a mentor at first, now I think it is the best thing for my career.
- A mentor is useful on so many levels.
- I was in the 4th year of my tenure track and I realised I was missing a lot of information. My mentor really opened my eyes to what I did not know and gave me many new tricks to survive the tenure track.

On choosing a mentor:

- I chose someone who was outside of my department but who was connected enough to know my position at the University.
- There is a certain click you have to have with that person.
- Matchmaking is a good start, contact HR in your Faculty or department,
- Petra Rudolf (Dean Graduate School FSE) put me in contact with a mentor
- [Jildou Spoelstra](#) from HR can help
- Q: How relevant is Gender? Man or woman? (Note: There were 38 women and 5 men in attendance at the lunch)

-Mentoring was initially set up for women so it tends to be identified as a female topic. However we see many mixed couples. Gender should not be important, it should be what suits the persons best.

-(from a female mentee) Personally, I feel it is better to have a female mentor in my male-dominated field.

- Different moments in your career may require different mentors.

On what to discuss with a mentor:

- Role playing is helpful, such as how to handle students, supervisor, other situations you encounter.
- Says one mentor "I don't always have the answers but it is also good to allow someone to speak things out".
- Question: What is the difference between a mentor and a supervisor?
 - A supervisor is someone who will be judging you, evaluating you. A mentor doesn't.
 - A mentor is someone you can be completely honest with without fear of consequences.
- Question: How often do you meet?
 - About three times per year. At the beginning it was quite a bit more.
 - Dependent on what you need as a mentee and can give as a mentor.
- It is important to talk about expectations from both sides at first meetings.
- Q: How do you know your mentor is giving good advice?

-As a mentor, I don't tell people what to do, I only advise. Mentee must in the end make their own choices.

-Q: Should I listen to my mentor or supervisor?

-You will have to make those choices in the end yourself. You can always ask a mentor for advice. A Supervisor might be more knowledgeable of what is required in your specific field.

On Being a Mentor:

-Question: Why would you be a Mentor?

-It doesn't cost very much time

-When I give recommendations to Mentees I sometimes think to myself "Oh, I should do that too!"

-Feels good to be able to help empower others.

-Question: What if the matchmaking doesn't work?

-It is ok to walk away.

-Say goodbye, thank for time, without hurt feelings.

-What is the difference between Mentor and Sponsor?

-Sponsor is someone who will stand up and talk for you on your behalf.

-Write a letter on your behalf.

-Will bring you into the Network, introduce you to the right people, nominate you for important prizes, etc.

-Your supervisor should be your Sponsor

-Men are better at Sponsoring.

-As young researchers, women or men, **do not be afraid to ask your supervisor to be your sponsor.** When you ask, they are very willing to do so (but were just too busy to think about it). Make sure to put yourself forward.

On what having a mentor meant to you?

-gave me confidence, support

-helped me to manage my career

-helped me to make decisions from a more informed perspective

-I felt better knowing all the options I was facing in my situation.