



Your Mentor Network

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What does
“Mentor”
mean to you?



Getting a Mentor

1. Know thyself –
 - i. Who are you?
 - ii. What are you good at?
 - iii. Where are your areas of opportunity?
2. Reflect on –
 - i. Who do you want to be when you grow up?
 - ii. Who do you want to be like? Who do you admire?
 - iii. Who can help you with challenges?
 - iv. One is not enough, get multiple people to bounce ideas off of
3. Connect with courage –
 - i. Make a target list of who you want to connect with
 - ii. Learn about them and get an introduction
 - iii. Make a connection and create a routine



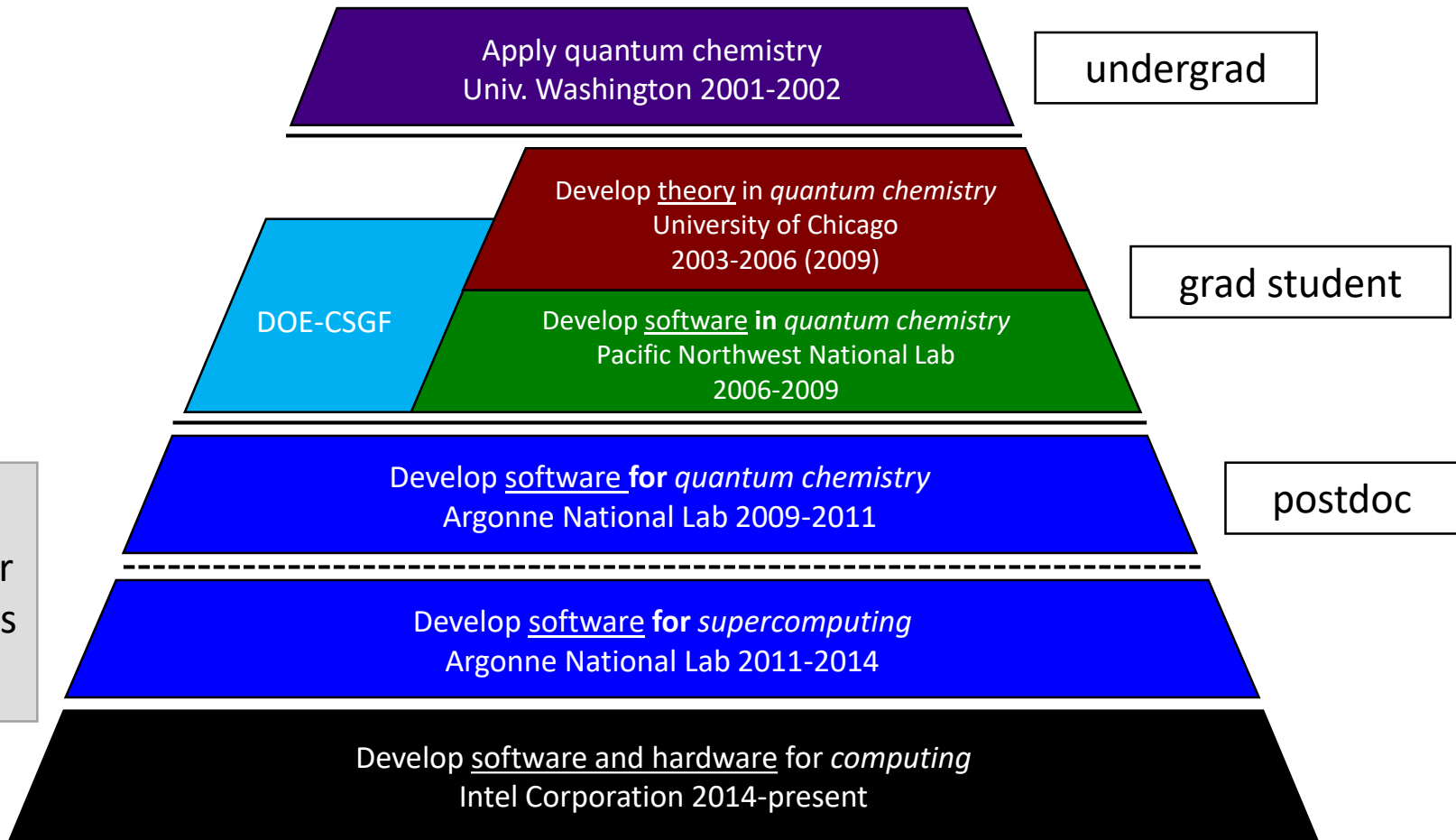
Tips for Speed Mentoring

1. Be prepared!
 - i. Do some initial research on the mentors
 - ii. Be equipped with thought-provoking questions
 - iii. Set a goal(s)
2. Practice your Elevator Speech (3 W's)
3. Be authentic and natural
 - i. Come ready to engage with a diverse group of mentors
4. Keep an Open Mind
 - i. Active Listening
5. Trade contact information
6. Set follow-up actions and follow-through



Example Questions to Ask

1. What is the best decision you've ever made?
2. What is the worst decision you've ever made?
3. If there was one thing you wish you had known when you started out, what would that be?
4. When you face a setback or disappointment, what do you do? (Resilience!)
5. What is the wisest step you think I can take right now?



undergrad

grad student

postdoc

summer
students

Apply quantum chemistry
Univ. Washington 2001-2002

Develop theory in *quantum chemistry*
University of Chicago
2003-2006 (2009)

Develop software in *quantum chemistry*
Pacific Northwest National Lab
2006-2009

DOE-CSGF

Develop software **for** *quantum chemistry*
Argonne National Lab 2009-2011

Develop software **for** *supercomputing*
Argonne National Lab 2011-2014

Develop software and hardware for *computing*
Intel Corporation 2014-present

Mentoring @ SC18

Stefan Wild

Mathematics & Computer Science Division
Argonne National Laboratory

An Example: Mentoring at Argonne

- Formal postdoctoral mentoring program
 - Mentor different from supervisor
 - Expected to meet at least quarterly
 - At 1-year renewal, provide statement on what was valuable
 - Postdocs may have other informal mentors
 - Separate “navigator” program for all new employees
 - Covers areas that some mentoring instances might also
 - Intended to be at a peer level
 - Many (>1 year) postdocs serve as such navigators
- Informal mentoring beyond postdoc
 - Seek to complement supervisory input/guidance
 - Includes peer-level mentoring

Personal Experiences/Lessons Learned

- Just ask! Senior people (surprisingly?) generous with their time
- Complement supervisor(s) with mentors
 - Junior (senior) supervisor => Senior (junior) supervisor
 - Supervisor in field A and you want to also be in field B long term => Field B mentor
 - ...
- Get eyes on your material (CV, research/teaching statement, website, practice talks, ...)
 - The more eyes the better, decide how you choose to filter
- Obtain multiple data points when unsure

Summary

- Mentee:
 - Decide what you want out of mentoring relationship
 - Choose mentors and engagement strategically
 - Appreciate that mentoring is not a substitute for your achievements
- Mentor:
 - Let mentee lead ...
 - ... and offer examples/probe critical areas if needed
 - Highlight uncertainty
 - Many paths look different from what you know

Wendi Sapp, “overachiever with a short attention span”



In school I studied:

- Psychology
- Music performance
- Spanish, Linguistics
- Chemistry, B.S., M.S.

What I actually do:

- Technical writing
- Web development
- Program management
- Business owner

Why mentoring?



- Goals!
- Get there faster!
- Grow professional network

Personal mentoring philosophy



- Experiences
- Relationships