



**OCEAN
DISCOVERY
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young lives transformed through science

CAREER ACCESS MENTOR PROGRAM TRAINING DAY 2

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GOAL

To set CAMP II participants up for success by understanding mentoring relationship “best practices.”

AGENDA

- Mentee Training
 - Aligning Expectations
 - Equity and Inclusion
 - Building Self-Efficacy
- Pre-Work
- Wrap Up

ALIGNING EXPECTATIONS

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To be in agreement and have a shared understanding of what each person requires of the mentoring relationship

Goals for Aligning Expectations

- Learn to communicate reasonable goals for your experience
- Listen to and consider the expectations of your mentor
- Understand how differences influence expectations
- Define and set up your expectations with your mentor



EXAMPLES OF MENTOR EXPECTATIONS

- To be on time and prepared for programs
- To work hard and give his/her best effort
- To manage his/her time well when working
- To make every effort to understand on his/her own what the mentor does
- To ask questions when he/she does not understand
- To listen carefully, take notes, and follow instructions when learning something new
- To follow all safety procedures
- To regularly communicate about the project and goals
- To be creative and attentive
- And others....

ON THE SAME PAGE: TIPS TO ALIGN EXPECTATIONS

- Be upfront about your concerns and discuss them FIRST with your mentor
- Focus on the new skills and knowledge
- If you don't know or don't understand something, ask your mentor
- Be prepared to discuss (and suggest) topics with your mentor
- When possible, ask other mentors (and mentees!) to learn more skills and gain more experience
- Be respectful, responsible, and accountable to meet your commitment in the mentoring experience



ACTIVITY: WRITE A LETTER TO YOUR MENTOR

Sample topics to include

- My career interests, and what excites me about it.
- My values, experiences, and/or perspectives I bring.
- What skills I'd like to learn and the types of activities I'd like to do over the course of the mentoring partnership.
- My greatest concern about pursuing intended pathway and this mentoring partnership.
- What you can expect from me in this mentoring partnership.
- Gratitude

Sample questions to ask your mentor during your initial meetings:

- What got you interested in your current career?
- What are your goals for my experience?
- What values, experiences, and/or perspectives do *you* think I bring?

ACTIVITY: LETTER TEMPLATE

Dear *mentor's name*.

I look forward to these upcoming months where we will be working together to advance my career goals. Thank you in advance for being on this CAMP II journey with me! I wanted to introduce myself and share a little bit about what I'm hoping to gain from this partnership, so that we can start to get to know each other and align our expectations of the program and one another.

I am...

Add details about who you are and where you come from. Things to consider:

- *kind of household you grew up in/ schools you went to*
- *what your parents and siblings do for work*
- *educational background*
- *work experience and skills you have*
- *career interests*
- *personal values*

What I hope to get out of this mentoring partnership is...

Add skills you'd like to learn, activities you'd like to do, goals you'd like to accomplish.

Something I am concerned about that I would like to share with you is...

Add concerns about your pathway, the program, or anxieties you feel about having a mentor.

Nonetheless, what you can expect from me in this partnership is...

Add what promises you make to the relationship to ensure it is a productive and enjoyable partnership.

Thank you again for agreeing to be my partner, I can't wait to start working together!

Appreciatively,

Your name

EQUITY & INCLUSION

ADDRESSING EQUITY AND INCLUSION

Acknowledging and respecting the uniqueness, individuality, and expertise each person brings to the mentoring relationship

Goals for Addressing Equity and Inclusion

- Increase understanding of diversity
- Recognize the impact of assumptions and gain skills to manage them
- Understand how differences can influence mentoring
- Identify ways to learn more about diversity



HOW MENTEES CAN ADDRESS EQUITY & INCLUSION

- Mentees are different - from each other and from their mentors.
- Become aware of assumptions you might make based on differences.
- Be open to share your experiences with others.
- Seek out opportunities to interact with others from different backgrounds.
- Treat everyone—regardless of race, sex, or status—with respect, consideration and politeness.

DISCUSSION: SHARE YOUR EXPERIENCE

Have you ever been in an environment where you felt you didn't belong?

- What indicators told you that you didn't belong?
- What assumptions were happening? (about you, about them)

Do you feel you've ever been treated differently due to parts of your identity? / Have you ever treated anyone differently due to parts of their identity?

- If you could do one thing different in that scenario, what would you have done to bring about better understanding?

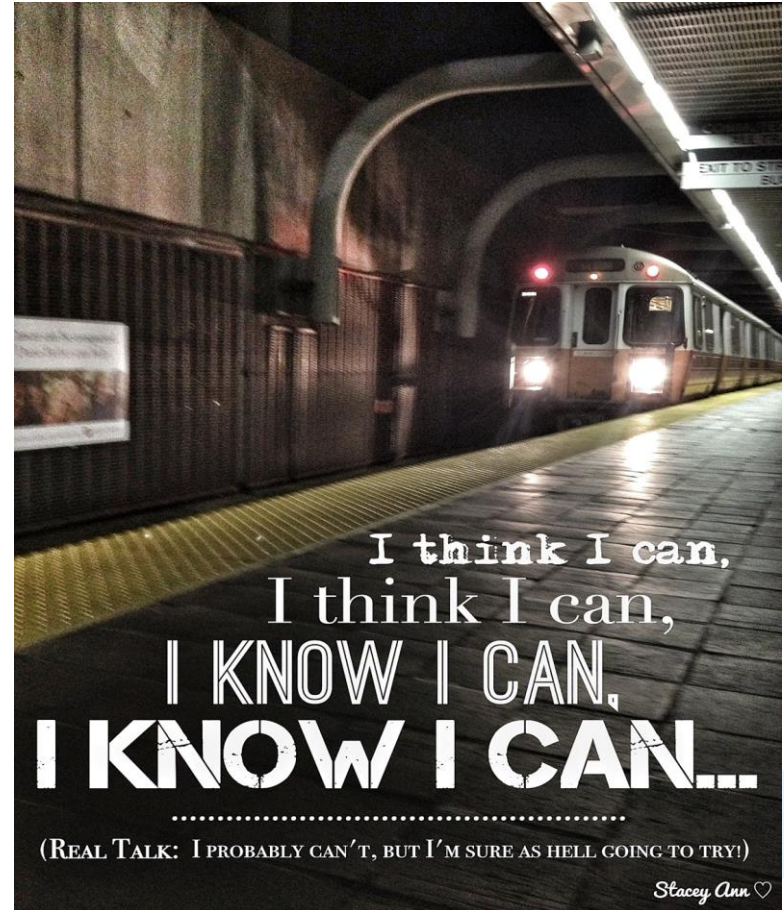
Have you ever addressed equity and inclusion before and have positive results?

BUILDING SELF-EFFICACY

SELF-EFFICACY:

The Belief That You Can Do Something

Self-efficacy: the self-confidence to succeed at a particular task or situation



WHY IS SELF-EFFICACY SO IMPORTANT

Students with high self-efficacy

- Pursue challenges
- Develop stronger interests
- Are committed to achieving their goals
- Recover quickly from setbacks and disappointment

Students with low self-efficacy

- Avoid challenges
- Believe that they cannot accomplish difficult tasks
- Focus on failures and negative outcomes
- Quickly lose confidence in their abilities

ACTIVITY: SUCCESSFUL LEARNING EXPERIENCE

Remember a time when you felt most confident as a student and learner, such as when you:

- Passed a hard exam
- Helped a classmate
- Gave a great research presentation



ACTIVITY: SUCCESSFUL LEARNING EXPERIENCE

1. Write a reflection describing this moment.

- Describe your success story in detail:
 - Start your reflection as “I remember when...” and write using the 5 W’s (Who, What, When, Where, and Why) to explain how this moment happened.

2. Share your reflection with your partner and discuss the following:

- Why did you feel confident in this moment?
 - Did someone encourage or motivate you?
 - Were you close to giving up? What helped you to continue?

TIPS ON BUILDING YOUR SELF-EFFICACY

- **Mastery:** Remember your past accomplishments
- **Vicarious:** Watch others to learn from their experiences
- **Social:** Accept compliments and feedback about your progress
- **Emotional:** Set small, reasonable goals and acknowledge all of your successes, even the small ones



MAKING THE MOST OF YOUR CAMP II EXPERIENCE

- Talk with your mentor on a regular basis to discuss your interests, goals, and progress.
- Ask your mentor his or her expectations of you as a student and mentee.
- Share your expectations with your mentor regarding your experience, your academic & career aspirations, and goals.
- Ask lots of questions of your mentor, peers, and other scientists working around you, especially if you do not understand something.
- Don't be afraid to say "I don't know" and discuss any fears you might have about pursuing a certain academic subject or career path.
- Take opportunities to talk and write about science.
- Be open-minded and contribute positively in honest conversations about different perspectives.
- Take responsibility for your own behavior and actions.

MENTEE TRAINING TAKEAWAYS

- We all have a similar background and we're here because we want the same thing, and we can't do it on our own, and we need help.
- It's important we feel comfortable digging deep about what fuels our passions, but also what stopped us from pursuing others.
- It's ok to not know what's going on, that's why we're here fostering these new relationships.
- Relationship is a two way path, you have to work with your mentor and mentor needs to work with you back.
- We both have to set our expectations of what we expect from each other, and humble ourselves so we can both learn from each other.
- There are a lot of different ways to measure if the partnership is working for you, but there's no cut and dry way to be a mentor/mentee.
- Taking a step back, going from being a mentor back to a mentee. How can I best work with a mentor.

PRE-WORK

- Read the article “How to be a Good Mentee”
 - What are attributes that mentees can bring to the mentoring partnership to make it thrive?
- Write a letter to your mentor (introduction, activities you’d like to work on, expectations, gratitude)
 - This will become your e-introduction.
- Complete the training evaluation

WRAP UP

- Final training day – Saturday?
- Pre-work due before next training day
- Questions/Comments/Concerns?



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THANK YOU.

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