

Crafting and Applying your Mentorship Philosophy

DDEA Webinar Series: Mentoring & Career Development

Maya Silverman (she/her)

PhD Candidate

University of California, Irvine

Summer 2024

My Mentorship Story



- Met Bill while looking for a mentor for fellowship applications in my first year as a PhD student.
- Developed skills: writing for a specific audience, developing an ambitious but achievable plan, the potential for high-stakes mentorship.
 - Lisa Ott's Learning Alliance!
- Created a fellowship mentorship training program and implemented it within existing programming at UC Irvine.

Roadmap

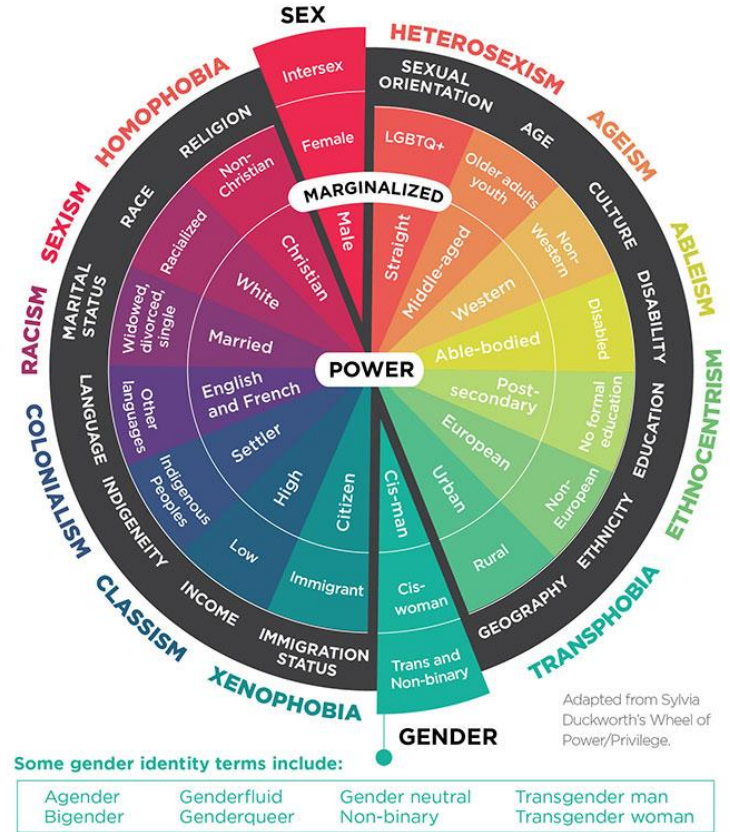
First takeaway: Mentorship encompasses a wide range of skills and approaches!

1. Identity and mentorship
2. Fostering informed independence
 - a. Socratic questioning
 - b. Appreciative interaction cycle and closing the session

Identity

Intersectionality

- Identities exist in socially constructed, yet deeply impactful matrices of power. (Quijano 2000)
- Identity does not consist of isolated units, but rather emerges from dynamic overlaps and unique *intersections*. (Crenshaw 1999)
- Positionality: the “intersection” from which we experience the world and speak from.



Anibal Quijano, “Coloniality of Power and Eurocentrism in Latin America,” *International Sociology* 15, no. 2 (June 2000): 215–32; Kimberle Crenshaw, “Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color on JSTOR,” *Jstor.org*, 1991, <https://www.jstor.org/stable/1229039>. Image: Canadian Institutes of Health Research, “Meet the Methods Series: Quantitative Intersectional Study Design and Primary Data Collection,” *Cihr-irsc.gc.ca*, 2021, .

Identity impacts mentorship

- Our own social identities shape our experiences and perspectives.
- Mentees/mentors who *do not* share these identities can have different experiences and perspectives.
- Mentees/mentors who share similarities in identities *may still* have unique experiences and perspectives.

Informed Independence

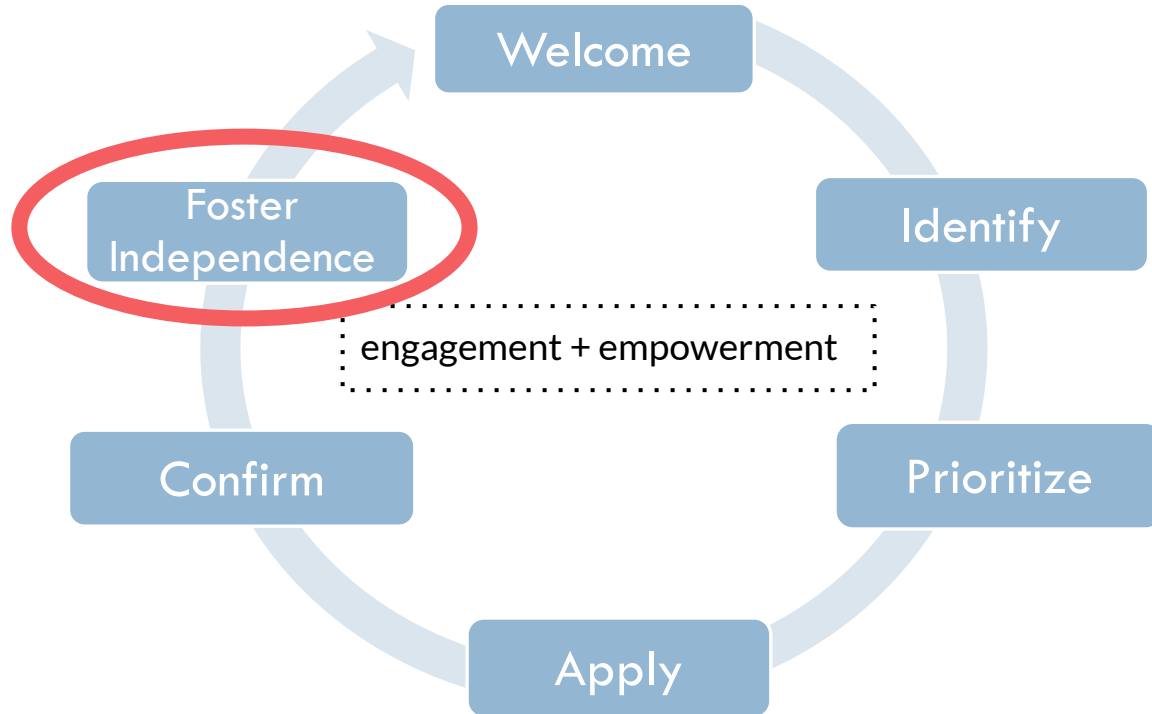
Tool 1: Socratic questions

- Strategic Socratic questioning generates **motion** in a session and provides **options** for students about where to go next.
- **Socratic questioning** = dialoguing with questions that uncover underlying thought processes, values, and motivations.
 - As opposed to the teacher pouring information into the student.

Examples of Socratic Questioning

Understanding	What is the fellowship about? What are the goals? What is important to the audience? What is your fit? How do you stand out?
Clarification	What do you mean when you say X? Could you explain that point further? Can you provide an example?
Challenging assumptions	Is there a different point of view? What assumptions are we making here? Are you saying that...?
Evidence and reasoning	Can you provide an example that supports what you are saying? Can we validate that evidence? Do we have all the information we need?
Alternative viewpoints	Are there alternative viewpoints? How could someone else respond, and why?
Challenging the question	What do you think was important about that question? What would have been a better question to ask?

Tool 2: Appreciative Interaction Cycle



Let's Chat - Closing the Session

Scenario: It's the end of your first mentoring session with this student.

How would you end a mentoring session? What is relevant to share?

Let's Chat - Closing the Session

Scenario: It's the end of your first mentoring session with this student.

Ending a mentorship conversation



COACHING
MENTORING
STRESSHÅNTERING

+45 24 27 07 83
lisaott@perspectiv.dk
www.perspectiv.dk

$[S_c] \rightarrow [J] \rightarrow [S_a^P] \rightarrow [C] \rightarrow [W]$

- Content summary statement
- Justification for ending
- Positive affect statement
- Promise of continuity
- Well-wishing

From Lisa Ott's Webinar on
the Mentor-Mentee
Relationship

Let's Chat - Closing the Session

Scenario: It's the end of your first mentoring session with this student.

Ending a mentorship conversation

- **What are the main points we talked about today? (content summary)**
- **What are your next steps?**
- Do you have any more questions?
- When are we meeting again? And what will you bring to that meeting? (promise of continuity)
- Offer a positive affirmation! (positive affect statement)

Takeaways!

1. Your identity impacts your mentorship.
2. Two tools to help your mentee develop informed independence are:
 - a. Strategically offering advice and asking Socratic questions,
 - b. Asking your mentee to summarize the session and outline next steps.