

## MENTORING THE NEXT GENERATION OF CLINICIAN SCIENTISTS AND SCIENTIST

### PANEL DISCUSSION – Drs. Heather McNeely & Michael Amlung

MONDAY, JANUARY 21<sup>ST</sup>, 2019 – 3:00-4:30PM

- Emphasis on good supervisory relationship which evolves in stages, depending on learner
- As a good supervisor you adjust to the learning needs of trainee on a continuum to autonomy
- Be mindful of gender and power differentials – create a safe environment
  - Mistakes will happen, enhance communication
  - How to create a safe environment for LGBT: there is training, stickers you can post in your office.
- Allow for flexibility/freedom for individual expression e.g., report writing
- Do not become their therapist, you can direct them to appropriate resources

#### **How do you teach “soft skills” to trainees?**

- Modeling, depending on the opportunities
- Have conversations such as “how to respond to bad news/situations” e.g., paper rejections, colleague interactions
- Provide opportunities to be team members but also leadership roles
  - Senior students mentoring juniors
- Provide developmentally appropriate and timely feedback; not punitive

#### **Essential Qualities**

- Be available and present (no phones, no distractions)
- Be trustful/confidential – respect boundaries
- Be genuine, authentic, humble – teach persistence
- Be flexible / responsive
- Be more adaptive, giving/receiving feedback e.g., evaluations
- Be your trainees’ advocate – guide to but also create opportunities for them

#### **Lessons Learned**

- Be friendly but not their friend
- Mentorship is hard work and should be a priority
- Listen more than talk – you will learn more
  - We tend to “listen to respond as opposed to listen to understand”
  - Learn from your own colleagues; reflect on your own experiences as supervisor and what works and what needs to be addressed.
- Create a welcoming physical space
  - Move away from your desk
  - Do not create physical barriers between you and your trainee (e.g., desk, phone, keyboard, etc.)
  - Allow for sharing (e.g., use a wireless mouse and keyboard to share a computer monitor during a meeting)