

# INTRODUCTION TO MENTORING

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**IHPCSS 2022**  
**Athens, June 19**

# IHPCSS 2022 Mentoring Committee

- Scott Callaghan <scottcal@usc.edu>
- Elsa Gonsiorowski <gonsie@me.com>
- Weronika Filingier <w.filingier@epcc.ed.ac.uk>
- Ilya Zhukov <i.zhukov@fz-juelich.de>



# Code of Conduct

- It's on the IHPCSS website and on the Moodle
- Outlines expected and unacceptable behaviors as well as the consequences of unacceptable behavior
- Be considerate of other people

# What is mentoring?

- Partnership between two people  
For a set amount of time
- Based on mutual trust and respect
- Mentor shares advice, guidance, support, perspective

# What is mentoring?

- Two kinds:
  - Near-Peer Mentors  
Returning summer school students
  - Staff Mentors  
Presenters - more senior in their careers
- You have been assigned a mentor
  - They are your initial contact
  - Seek other mentors, use your mentor's network to make connections

# What is mentoring?

- Goal at the summer school: non-technical mentorship
  - Career progression
  - Work-related issues of all kinds
  - Work-life balance
  - Difficult situations
  - Working remote
  - Personal Resilience
  - Networking and inter-personal skills
  - Combining career with children
  - Time management
  - Applying for... grants, funding, jobs etc.
- Start pondering your one-on-one questions

# Mentoring Myths

- Your mentor knows all the answers
- You must do what your mentor says
- You must be in the same science field as your mentor
- Your mentor can't offer advice because they didn't have your exact problem
- Your peers can't mentor you

# Mentor Groups

- Please respect everyone's confidentiality
- Be understanding

We have different backgrounds and personalities

- The pairing is just a best guess

If there is an issue, contact Elsa, Scott, Ilya or Weronika.



# Returning Mentors

This year we have 5 returning mentors:

- Maria Guadalupe Barrios Saze (Lupe)
- Kaley Brauer
- Sahil Chhabra
- Anjali Tripathi
- Pawel Janowski



# Mentors

Weronika Filingier



Scott Callaghan





# Mentors

Elsa Gonsiorowski



Ilya Zhukov

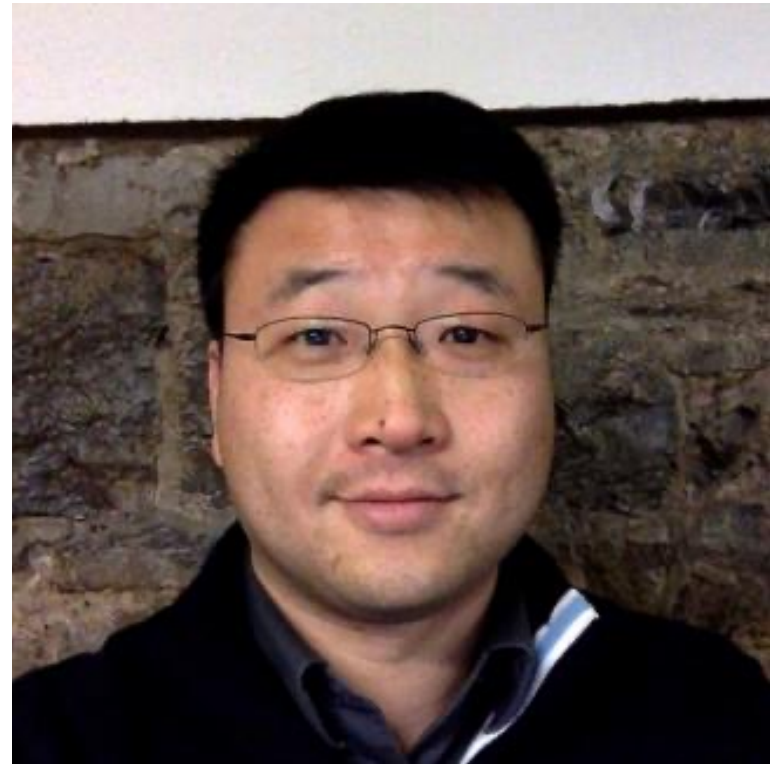


# Mentors

Hermann Lederer



Simon Wong



# Mentors

Yohai Meiron



Erik Lindahl





# Mentors

Takemasa Miyoshi



Florian Berberich



# Mentors

Klaus Dolag



Ramses van Zon



# Mentors

Toshiyuki Imamura



Tom Cheatham





# Mentors

Takeshi Terao



John Towns



# Mentors

James Willis



Danny Silver



# Mentors

John Casez

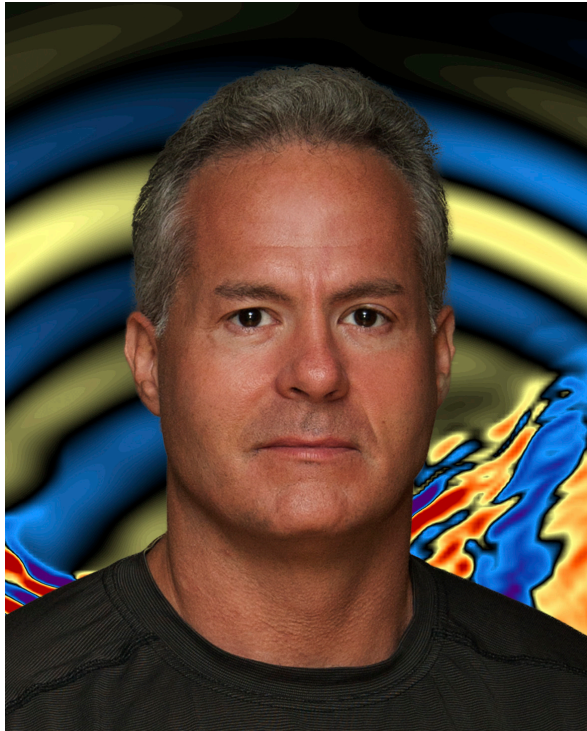


David Henty



# Mentors

John Urbanic



Marcelo Ponce



# People skills

- Networking
- Good communication skills - ability to talk about your work with anyone, regardless of their background.
- Good presentation skills.
- Maintaining cordial relationships with people you don't really like but need to interact with.

# NETWORKING

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Networking is about creating and making use of both formal and informal connections with other people to develop your career.

# Networking

- **IT'S NOT EASY!**
- Don't wait for the 'right' people to discover you, find them yourself.
- The ability to pick the right approach comes with experience
- Ability to talk about your work with anyone, regardless of their background.
- Helps maintaining cordial relationships with people you don't really like.

# Imposter Syndrome

- Felt by everyone at some point
- Normal reaction to environment
- Feeling like “I don’t belong here” or “I’m under qualified” or “I’ve tricked someone to be here” or “I’m a fraud”
- Not obvious and not always talked about



# Imposter Syndrome

- Help support those around you
  - Remember that it's common
  - Feeling like a fraud does not make you a fraud
  - Don't be afraid to make mistakes!
- Try talking to your mentor/other people about it
- Fake it till you make it – don't let it hold you back!

# RESILIENCE

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The ability to adapt, deal with unpleasant things and bounce back. It's neither about silently enduring nor letting go of everything. It's your capacity to recover the mental balance quickly and with a minimum damage.



# Resilience

- Figure out what affects you negatively and learn how to cope with it
- Know yourself – the good (use it to your advantage) and the bad (work around it).
- Always put yourself first
- Find your place
- Work towards achieving work-life balance
- Rest and get enough sleep!

# Work-life balance - It's about YOU!

- It's your life and it's your work
- **Make Yourself a priority**
- Understand your goals
  - What is the most important to you?
  - What do you want to achieve now?
  - Where do you want to be in the future?
- Manage your time vs. energy

	URGENT	NOT URGENT
IMPORTANT	CONCENTRATE DO IT NOW	CONCENTRATE SCHEDULE IT
NOT IMPORTANT	DELEGATE OR AUTOMATE	ELIMINATE DROP IT

# Mentoring Schedule

<b>Sunday</b>	<b>NOW</b>	<b>Introduction to mentoring</b>
Monday	Lunch 12:30-13:30	Group meeting & goal setting
Tuesday	16:40-17:30	Resource Fair
Wednesday	16:30-17:15	Career Breakout groups
Thursday	11:30-12:30	One-on-one with your mentor
Friday	13:30-14:00	Returning Mentor lightning talks
Afterwards	Email, Facebook, LinkedIn	Stay in touch

# Mentoring Schedule II

## Career Breakout groups (Wed):

- Resume/CV review
- Presentation skills
- Networking and Elevator pitch
- Interview Tips

Sign up for the topic by Tue night (the latest!)

# Poster Sessions

2 sessions on Monday and Tuesday

- Practice talking to your peers – not necessarily from the same science domain.
- Engage with the presenters as much as you can! Practice asking questions.
- Just because someone is using a different approach or terminology, doesn't mean they are wrong!



# Take Aways

- You'll get out what you put in – commit to mentoring
- Don't be afraid to approach staff – we are here for you!
- You can talk to us at any time (meals, breaks, sessions...)
- Talk to as many people as possible
- Try to get out of your comfort zone and try new things
- HAVE FUN!

Questions?