

Mentoring Introduction – For Students

IHPCSS 2017

June 25, 2017

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IHPCSS 2017

Mentoring Committee

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WHPC
WOMEN IN HIGH
PERFORMANCE
COMPUTING



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've been assigned one of these
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
- *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

BUSTED

Mentor Groups

- Please respect everyone's confidentiality
- Be understanding
We have many different cultures and personalities
- The pairing is just a best guess
If there is an issue, contact me or Scott

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 / not talked about

Imposter Syndrome

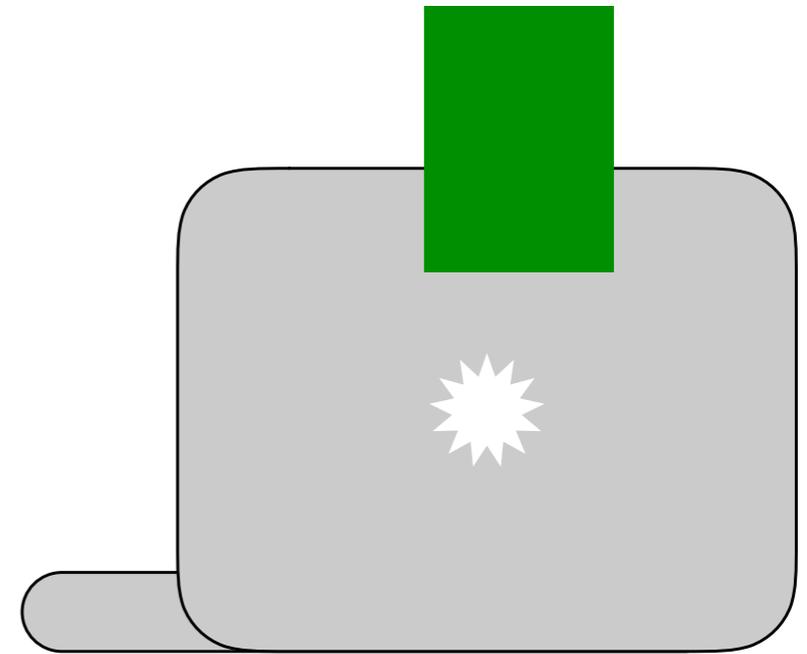
- Help support those around you
 - Remember that it's common
 - Feeling like a fraud does not make you a fraud
- Talk to your mentor about it ?
- Fake it till you make it; don't let it hold you back!

Mentoring Schedule

Sunday	Now–9 pm	Welcome Reception
Monday	11:15–12:30 & Lunch	Introductions Returning Mentor Tech Talks Lunch Game
Wednesday	11:30–12:30	One-on-ones with Mentor
Thursday	11:40–12:30	Returning Mentor Career Talks Staff Led Discussion Groups
Friday	11:25–12:25	Peer Group Discussions
Afterwards	Email Facebook, LinkedIn	<i>Stay in touch</i>

Hands on Sessions

- Post-its
 - Red: I am not done
 - Green: I am done
- Everyone starts at Red
- Move to Green as you progress through the content
- Give good/bad feedback after the session



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!
- Talk to each other
- Contact us with concerns or problems:
 - Scott Callaghan <scottcal@usc.edu>
 - Elsa Gonsiorowski <gonsie@me.com>