



ECHO

Environmental influences
on Child Health Outcomes

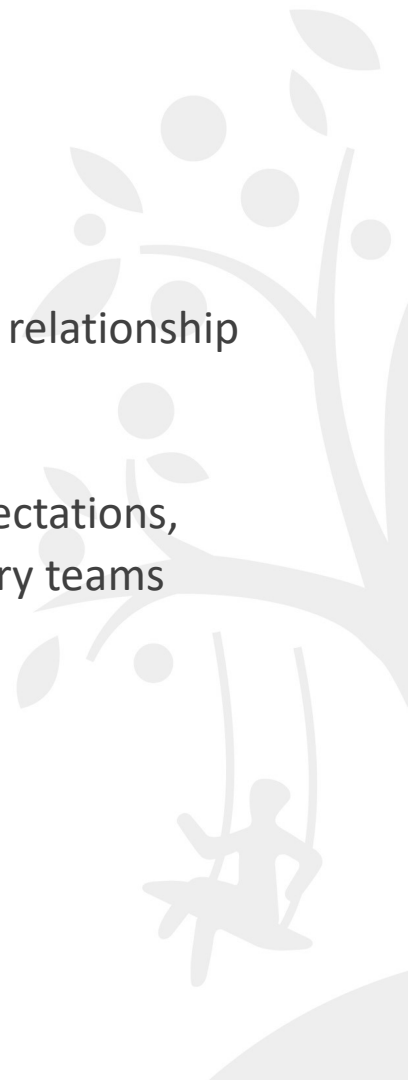
A program supported by the NIH

**IDeA States Pediatric
Clinical Trials Network**

Aligning Expectations in Mentor- Mentee Relationships

Objectives

1. Effectively establish mutually beneficial expectations for the mentoring relationship
2. Clearly communicate expectations for the mentoring relationship
3. Align mentee and mentor expectations
4. Consider how personal and professional differences may influence expectations, including differences across disciplines when working in multidisciplinary teams



Case study

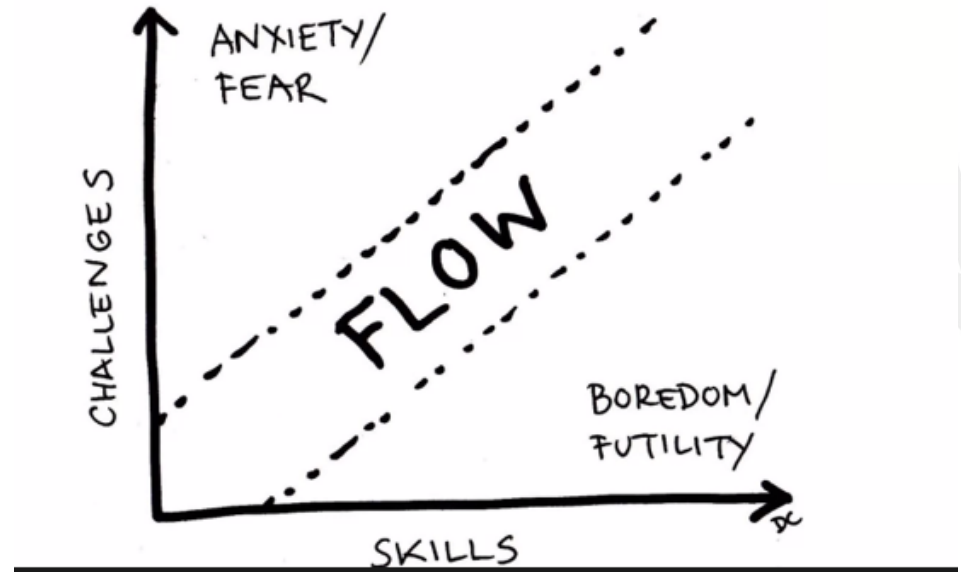
- Dr. Bento is beginning the second year of her appointment as a research scholar in clinical and translational research at BIG U Academic Health Center. To date, she has enjoyed working on her mentor's research project but is becoming anxious that she has not yet started an independent research project. She wants to bring up her concerns, but it seems her mentor never has enough time to have a discussion focused on Dr. Bento's research goals. This situation is becoming frustrating for her, as she likes her mentor and she understands that the past few months have been extremely busy for her mentor due to a host of factors, e.g., budget constraints, preparing applications for the NIH funds, adoption of a new family member, etc. Being a politically astute assistant professor, Dr. Bento is reluctant to make a misstep with her well-established, senior mentor, yet she knows the clock is ticking. Dr. Bento is also concerned that her strong interests in translational research are too divergent from her mentor's basic research program. She wants to stop feeling stuck.

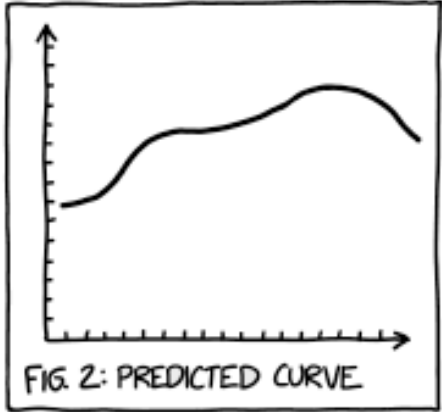
- Have you encountered a situation like this as a mentee or mentor?
- How could this have been avoided?



Aligning mentor-mentee expectations

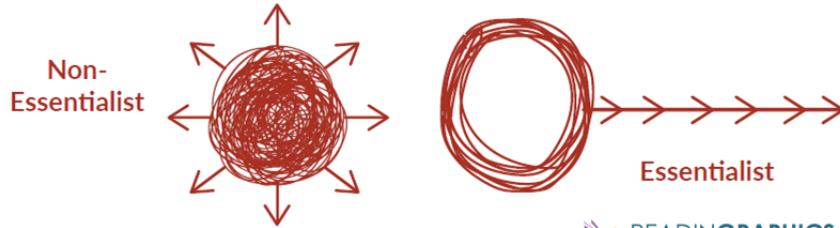
- Why should we align expectations between mentor & mentees?






Clarifying goals

- Be as specific as you can be
 - Project specific?
 - Career guidance?
 - Technical skills to gain?



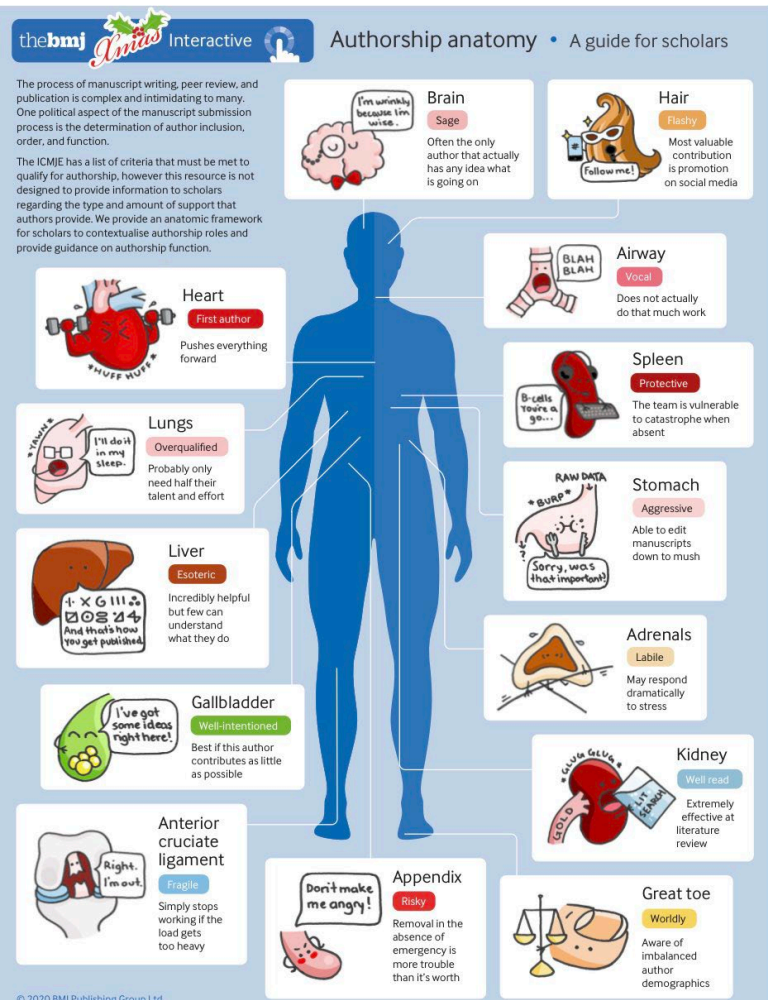
Specify outcomes

- Papers to write?
 - Authorship early & often!
- Presentations?
- Data access?
 - What can you have? How long do you have access to it?
- Intellectual property?

thebmj *Amia* Interactive  Authorship anatomy • A guide for scholars

The process of manuscript writing, peer review, and publication is complex and intimidating to many. One political aspect of the manuscript submission process is the determination of author inclusion, order, and function.

The ICMJE has a list of criteria that must be met to qualify for authorship, however this resource is not designed to provide information to scholars regarding the type and amount of support that authors provide. We provide an anatomic framework for scholars to contextualise authorship roles and provide guidance on authorship function.



Brain
Sage
Often the only author that actually has any idea what is going on

Hair
Flashy
Most valuable contribution is promotion on social media

Heart
First author
Pushes everything forward

Blah Blah
Vocal
Does not actually do that much work

Lungs
Overqualified
Probably only need half their talent and effort

Spleen
Protective
The team is vulnerable to catastrophe when absent

Liver
Esoteric
Incredibly helpful but few can understand what they do

Stomach
Aggressive
Able to edit manuscripts down to mush

Gallbladder
Well-intentioned
Best if this author contributes as little as possible

Adrenals
Labile
May respond dramatically to stress

Anterior cruciate ligament
Fragile
Simply stops working if the load gets too heavy

Kidney
Well read
Extremely effective at literature review

Appendix
Risky
Removal in the absence of emergency is more trouble than it's worth

Great toe
Worldly
Aware of imbalanced author demographics

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Establishing commitments

- Time to meet? Forum to meet? Will you document meetings?
- Who schedules meetings? Are there set agendas?
- What should be prepared for meetings?
- Funding / resources?
- How long will the relationship last?



Set ground rules

- Confidentiality
- Communication preferences
- Interaction with other mentors/mentees
- Autonomy & decision making
- Any off limits topics?
- Always “on” as mentor/mentee or only “in session”
- What do you do when it isn't working out?





What gets in the way of aligning expectations?



How do you actually make all this happen?





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