



Women of the Water

2023 Mentorship Workbook

Mentorship Program Overview

The *Women of the Water* Mentorship Program is new to the conference in 2023! Mentorship is a great way to make connections, exchange wisdom, and build community. Matched mentor-mentee pairs are invited to the “Effective Mentorship Strategies” pre-conference webinar and the conference Mentorship Breakfast to spend some time together prior to the official start of the conference.

In this workbook, you will find general guidance for positively building your mentoring relationship. Additionally, there are some conversation starters, thoughtful tips, and short activities that you can look through with your mentor or mentee!

We hope you enjoy this new program! We also value your feedback. Please fill out the conference feedback survey, including feedback on the mentoring program, by scanning the QR code below.



What is Mentorship?

Mentorship can look like many things, but here is a great definition from the National Academies of Sciences, Engineering, and Medicine (NASEM) :

“Mentorship is a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.”

In general, both the mentor and mentee should feel that the relationship fits within the time and effort that each person has available. In other words, each person should agree to how long the mentorship should last, what the mentor is or isn't willing or able to provide, and what areas of need the mentee is able to identify and ask specific questions about.

Tips for Mentors

1. Appreciating Individual Differences

- a. Supporting a mentee looks different for each person
- b. The mentee may not work in the same way as the mentor, but the mentor can still be supportive and help guide decision-making

2. Balancing direction and self-direction

- a. Providing guidance that promotes freedom to explore promising ideas
- b. Micromanaging and sink-or-swim mentalities while mentoring can be counterproductive

3. Celebrate!

- a. Reward the little and big wins
- b. Can be an excuse to get together or touch base via email

4. Enthusiasm about what you do and what your mentee does

5. Network

- a. Introduce your mentee to people you know, and let them know about the great work your mentee does!
- b. Talk about conference or other events to go to

6. Respect for each other and for boundaries

7. Sensitivity

- a. Notice if the mentee seems to have unusual behavior
- b. Listen and offer support

8. Sharing ideas

- a. Share journal articles, videos, or websites that were informative
- b. Discuss new research or events

Adapted from: NASEM (2019) The Science of Effective Mentorship in STEMM.

Thoughts

Tips for Mentees

1. Appreciating Individual Differences

- a. Remember that you don't need to be exactly like your mentor
- b. Distinguish what helps you be successful from what helps your mentor be successful

2. Communication

- a. Organize your thoughts prior to meeting so you can make the most of it
- b. Be open about discussing concerns, scheduling, and road blocks

3. Follow-up

- a. Try out the mentor's suggestions, and let them know how it went
- b. If the mentor has provided helpful advice or a connection, let them know that it was meaningful to you and express gratitude

4. Initiative

- a. Ask questions about the mentor, their journey, a topic of interest
- b. Let your mentor know your goals and interests

5. Knowing Expectations

- a. A mentor may not be able to solve your problems, but can provide perspective
- b. Discuss what types of things your mentor can provide feedback on

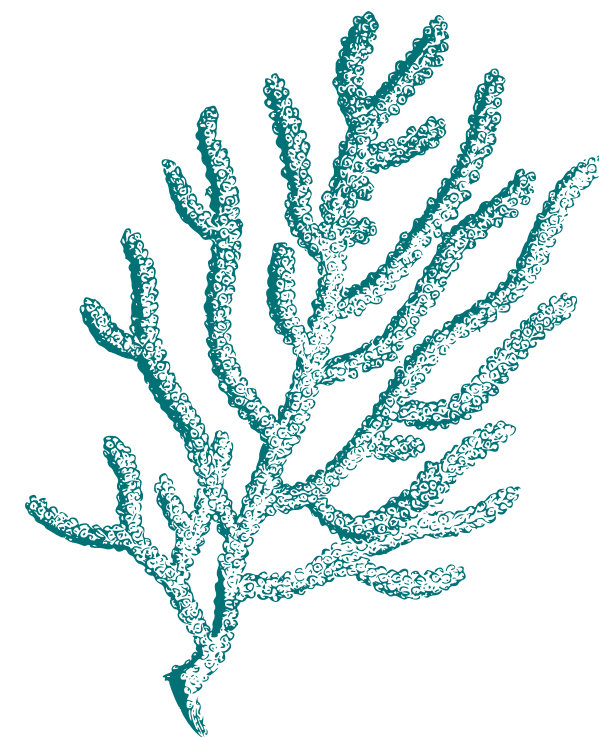
6. Listening

- a. Be open to learning new things and receiving constructive feedback
- b. Even if you disagree with what your mentor suggests, listen and reflect

7. Respect for each other and for boundaries

8. Silence

- a. Sometimes when the mentor is quiet during a conversation, it is an invitation for you to think more deeply about the topic
- b. Discuss the frequency of communication and how long to wait before sending a follow up email.



Adapted from: National Institutes of Health (NIH), 10 Tips for Mentees.

Thoughts

Where to Begin?

Setting a goal can be a really helpful way to make sure everyone feels like they are getting what they need. It can be as simple as having someone to talk to and share meals with at *Women of the Water*. Or, it can be more specific, such as wanting to exchange information about what job skills and network connections are necessary to advance your career or providing feedback on resumes.

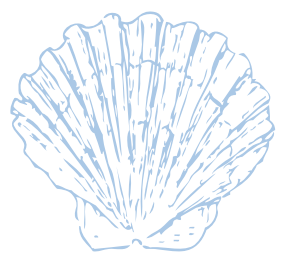
Here are some questions to consider as you contemplate your goals:

- Am I seeking advice for things that are professional in nature, personal, or a combination?
- Do I prefer that the flow of advice and knowledge is mainly from the mentor to the mentee, or am I open to a two-way exchange?
- Where am I currently in terms of my career, and how does it relate to where my mentor/mentee is at?
- What strengths do I bring to this relationship?
- What are some areas for growth or improvement that I am working on or want to work on?

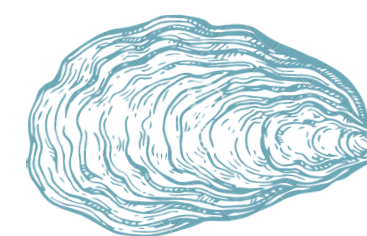
Use the boxes below to document some of your goals for this mentorship relationship.

Mentor's Goals

Mentee's Goals



Get to Know each other!



Introductions

How did you first become interested in aquaculture?

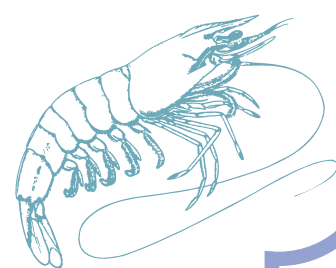
What is your current primary field of work or study?

What are some of your hobbies?

What 5 words would you use to describe yourself?

Who do you follow on social media that really inspires you or does exciting work?

Do you have personal heroes in real life or fictional?



Professional Skills & Questions

What professional experiences have been the most impactful to your career?

Do you have any resume or CV hacks?

What job boards or listservs do you think are most useful?

What is your networking strategy? How do you maintain your network?

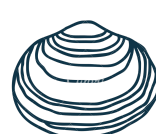
What are your tips for delivering a great presentation?

Do you have resources for effective writing (scientific, social media, etc.)?

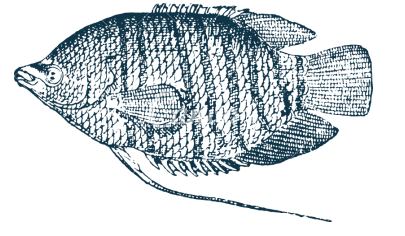
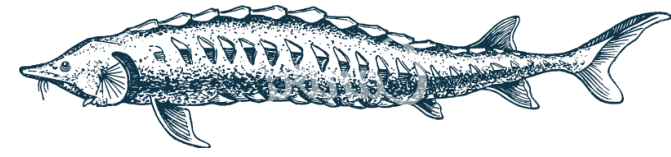
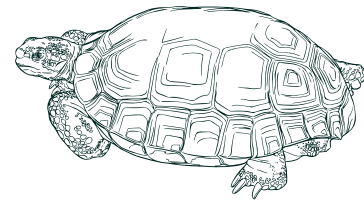
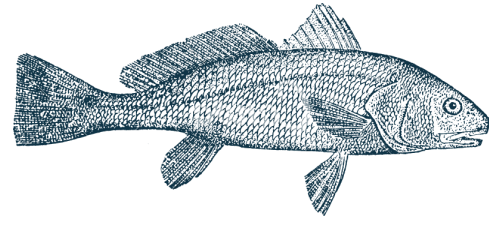
Have you ever had a colleague that was difficult to work with? What did you do?

What is something you do that impresses yourself whenever you do it?

(example: an excellently-timed calendar reminder or an empty unread email inbox)



Let's Keep in Touch



Would you like to maintain your mentorship relationship after the conference? Exchange your contact information here!

Best Method of Communication

Phone/Email/Other: _____

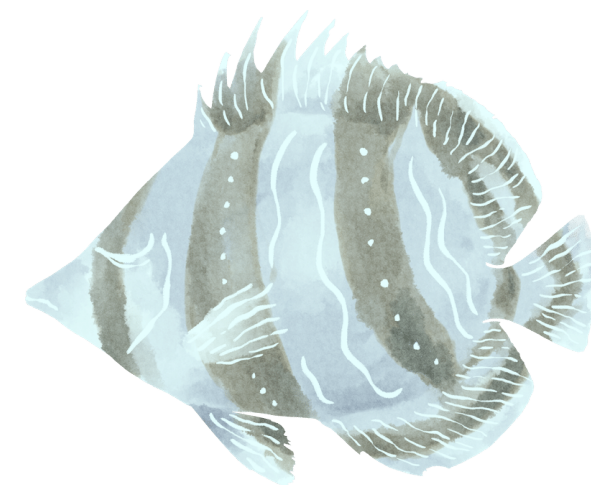
Frequency of Communication

Weekly/Monthly/Quarterly/Other: _____

Social Media (LinkedIn, Instagram, etc.)



References, Resources, & More



References

Lee, A., Dennis, C., & Campbell, P. (2007). Nature's guide for mentors. *Nature*, 447(7146), 791–797.

National Academies of Sciences, Engineering, and Medicine (NASEM). (2019). *The Science of Effective Mentorship in STEMM*. The National Academies Press. <https://doi.org/10.17226/25568>.

National Institutes of Health (NIH). 10 Tips for Mentees.

<https://hr.nih.gov/sites/default/files/public/documents/working-nih/mentoring/pdf/tips-mentees.pdf>.



Additional Resources

The Science of Effective Mentoring in STEMM Podcasts

- <https://bit.ly/3ZcpmXZ>

How to Find Mentorship at Industry Conferences Article

- <https://bit.ly/45MWuyN>

Imposter Syndrome

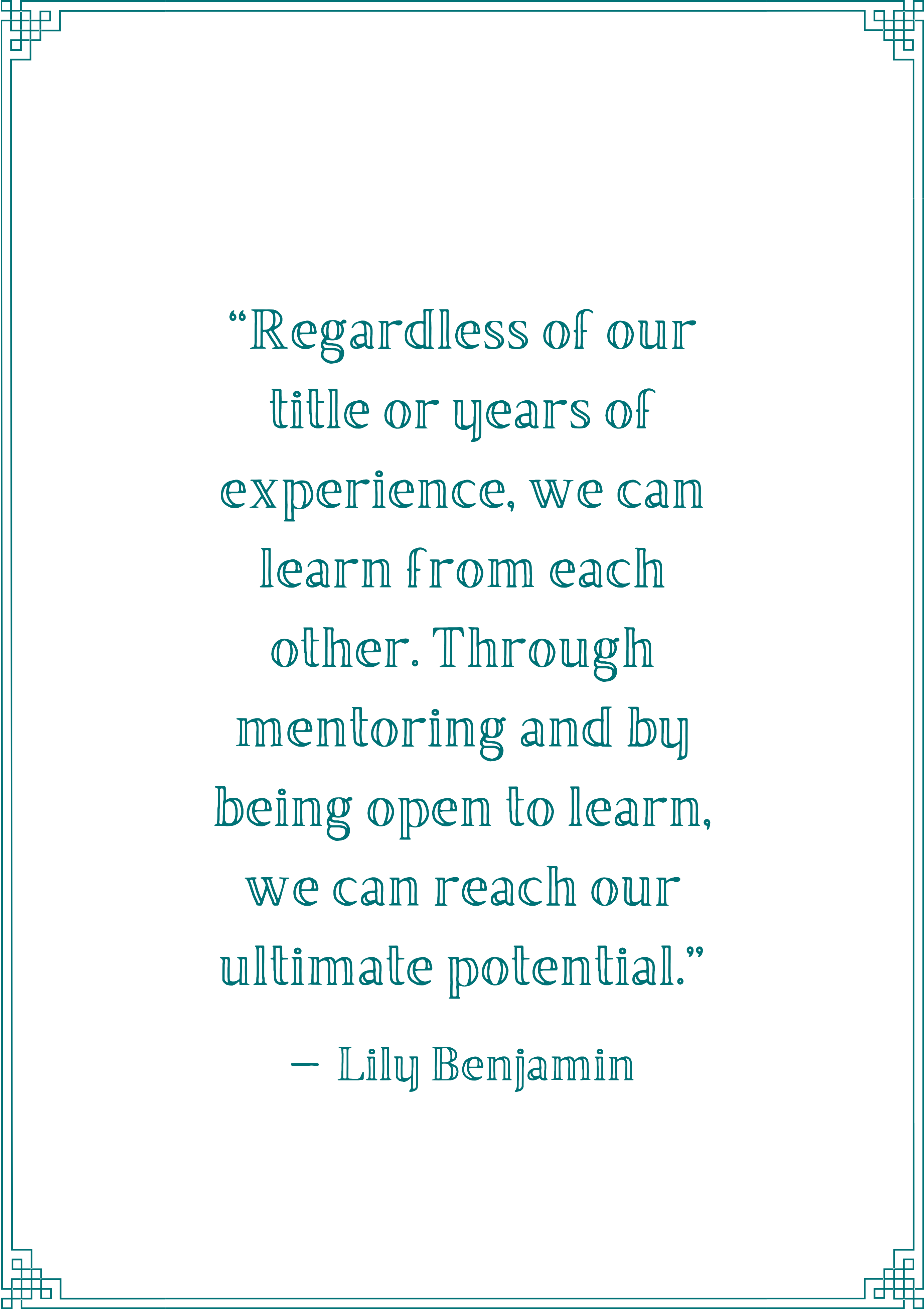
- Article: Stop Telling Women They Have Imposter Syndrome
 - <https://bit.ly/45NyXhc>
- Video: People Ask Me all the Time: How do I Overcome #ImposterSyndrome
 - <https://bit.ly/3EALY1z>

Jamboard

Follow this QR Code to share your ideas and learn from others about effective mentoring!



Notes



“Regardless of our
title or years of
experience, we can
learn from each
other. Through
mentoring and by
being open to learn,
we can reach our
ultimate potential.”

– Lily Benjamin



This program could not have happened without the hard work of the
Mentorship Program Committee:

Kaitlyn Theberge, Committee Lead
Hayley Lemoine
Nicole Rhody
Maeesha Saeed