



Navigating Mentorship: A Guide for Graduate Students

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Overview

- Who am I?
- What do you need?
- Where do you find it?
- How do you ask?
- Feedback and questions

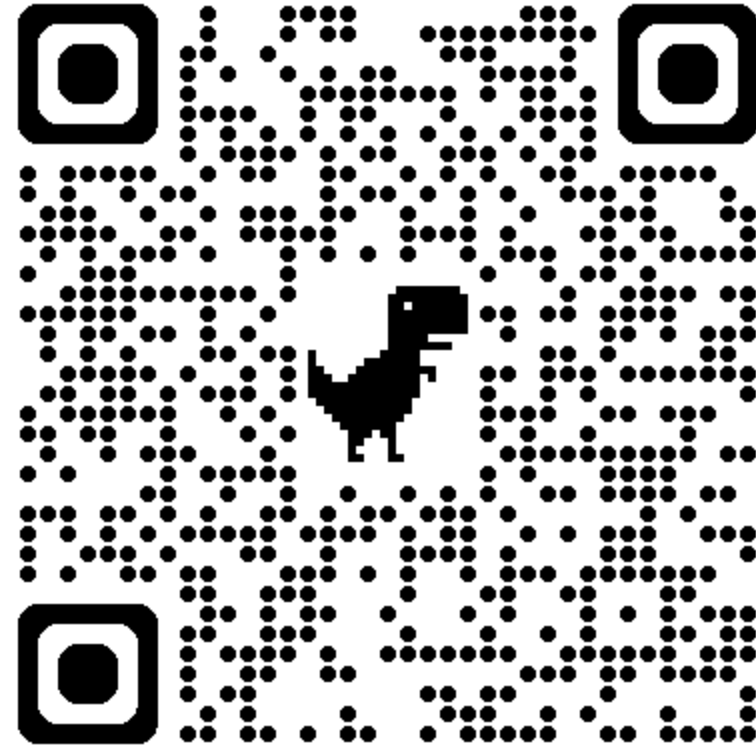
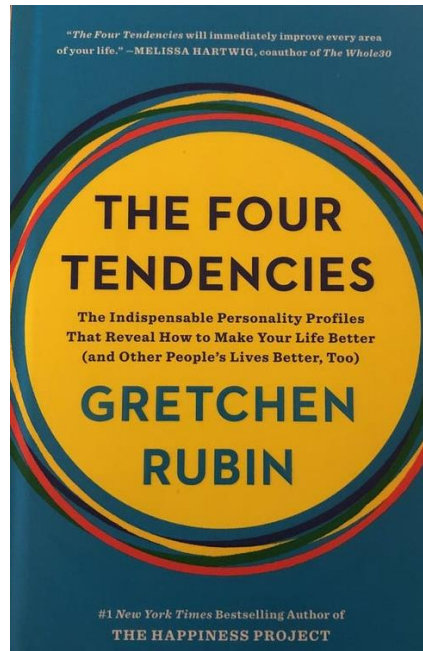
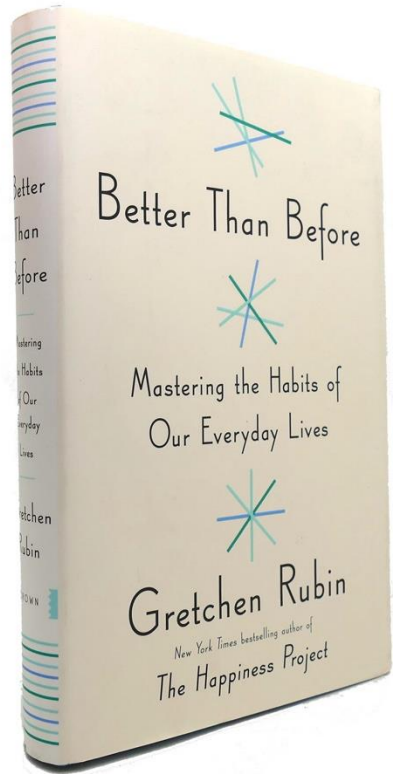


A Tale of Two Sabbaticals

- The segmenter
 - The problem
 - The solution
 - The surprise
- The integrator
 - The problem
 - The solutions
 - The transformation



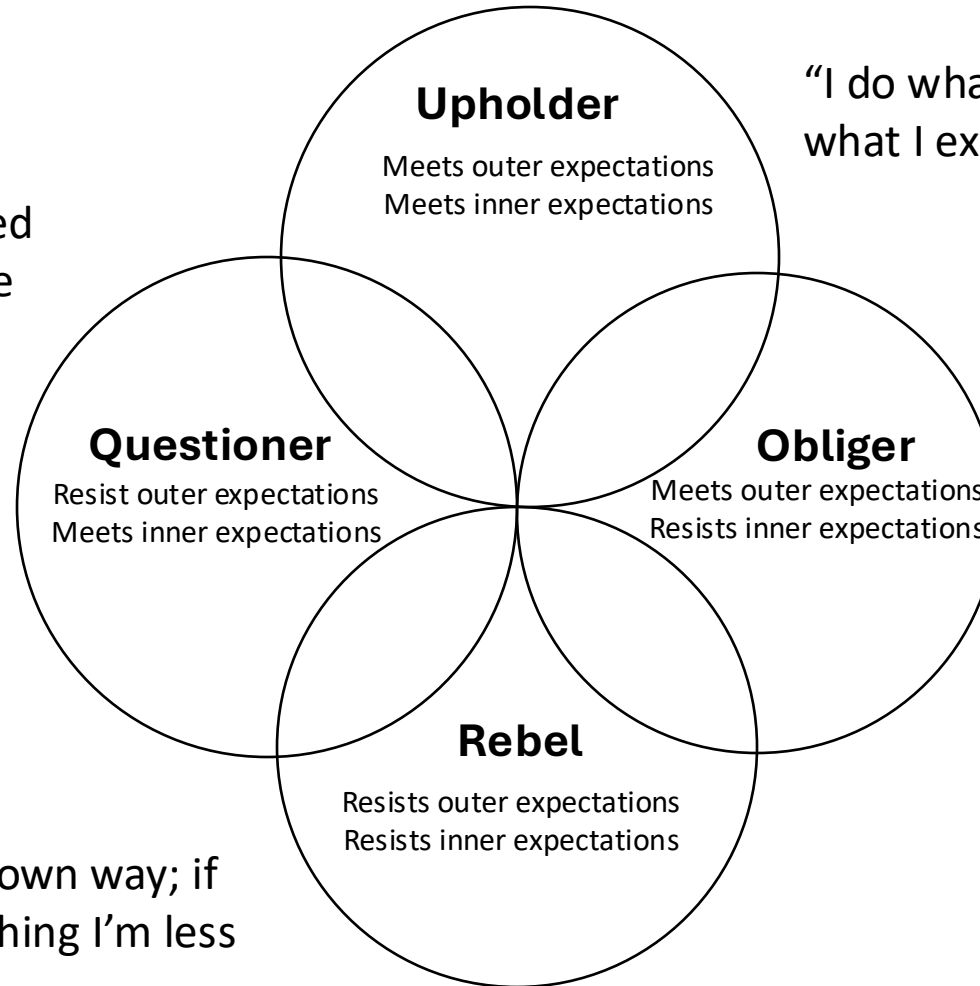
Who Are You?



Figuring Out The Structure You Need



"I do what I think is best based on my judgment, not because I'm supposed to do so."



"I do what others expect of me; and I do what I expect from myself."

"I hate to let others down or miss a deadline but can't hold myself accountable."

"I do what I want in my own way; if you tell me to do something I'm less likely to do it."



Implications for Being Mentored

- Most of us are questioners or obligers
- If you are an obliger:
 - Ask for firm deadlines, ask for accountability
 - Find *providers* who will hold you accountable
- If you are a questioner:
 - Ask for reasons
 - Find *providers* who help you link actions to outcomes



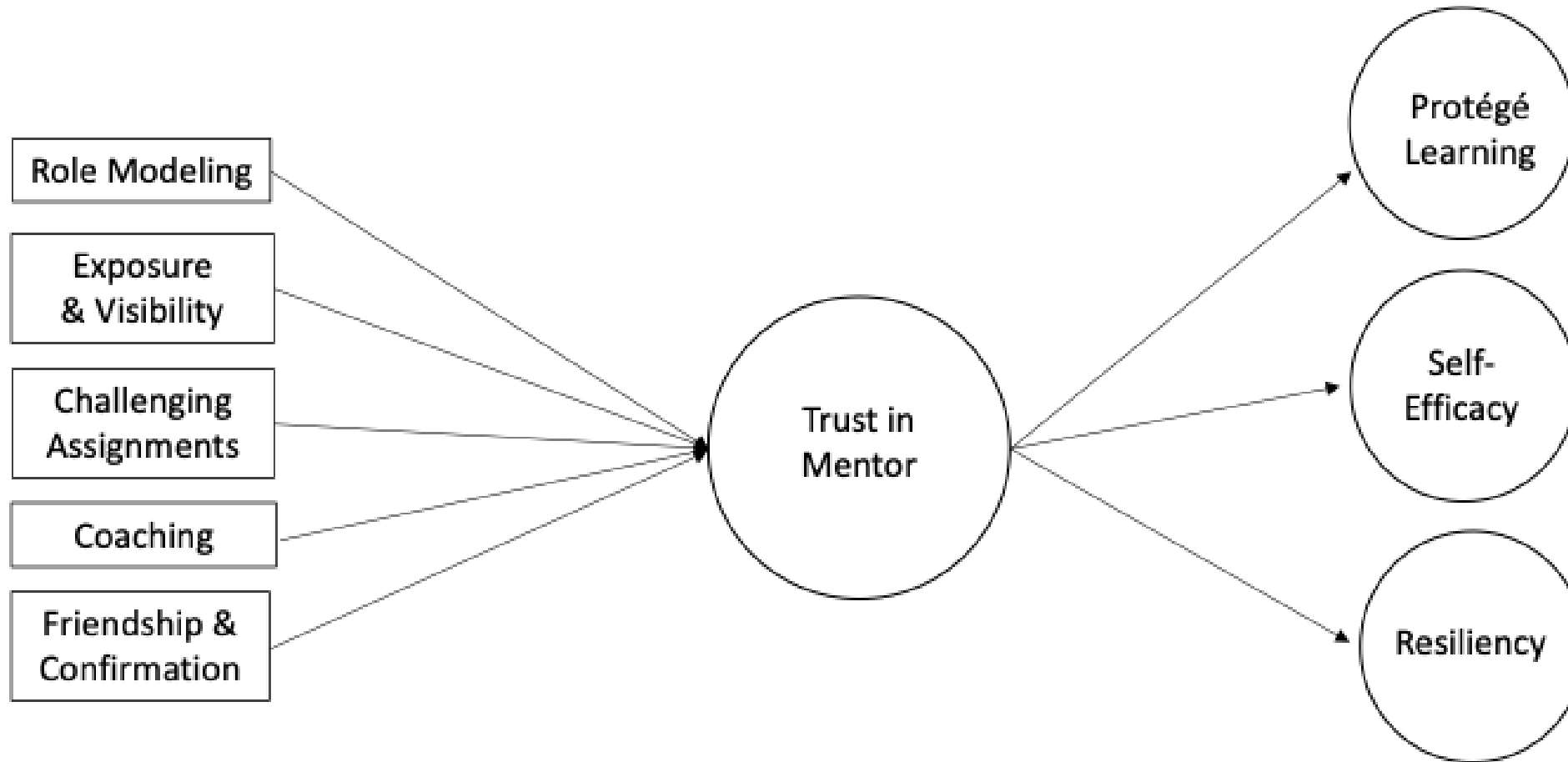
**What do you need?
(and where do you find it?)**



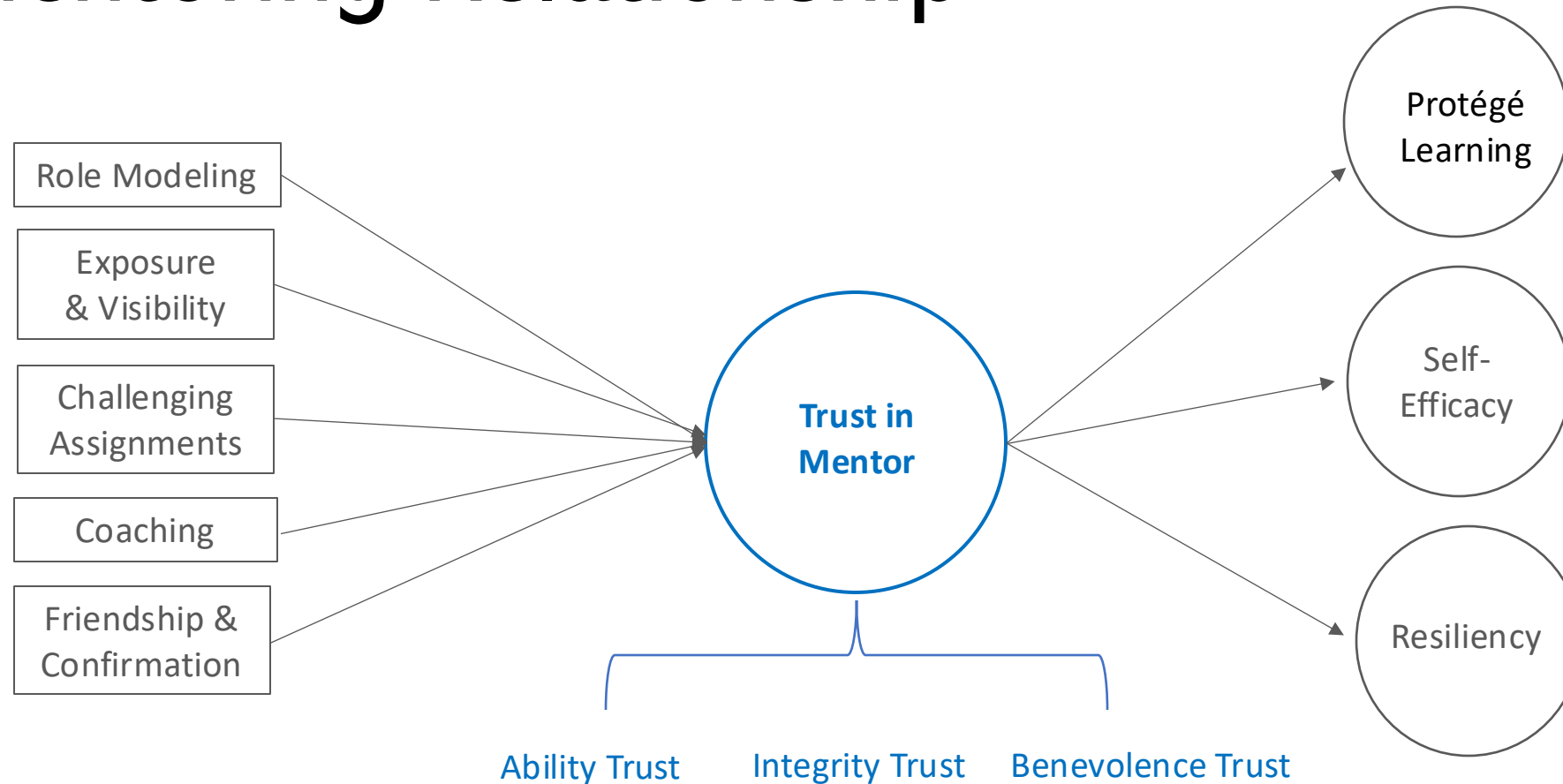
Mentor Support

- Kram (1985, 1989)
 - Instrumental support
 - Work competencies
 - Career competencies
 - Psychosocial support
 - Self-worth
 - Resiliency
 - Role modeling
- Rose (2003), Ideal Mentor
 - Guidance
 - Help me w/ research
 - Help me set a timetable
 - Relationship
 - Be positive, upbeat
 - Socialize occasionally
 - Integrity
 - Value me as a person
 - Be a role model

Building Towards a Successful Mentoring Relationship



Building Towards a Successful Mentoring Relationship



Steps for (Slowly) Building Mutual Trust



• Ability Trust

- Be reliable
- Follow through, meet deadlines
- Seek feedback
- Acknowledge mistakes
- Avoid self-promotion
- No “black box”

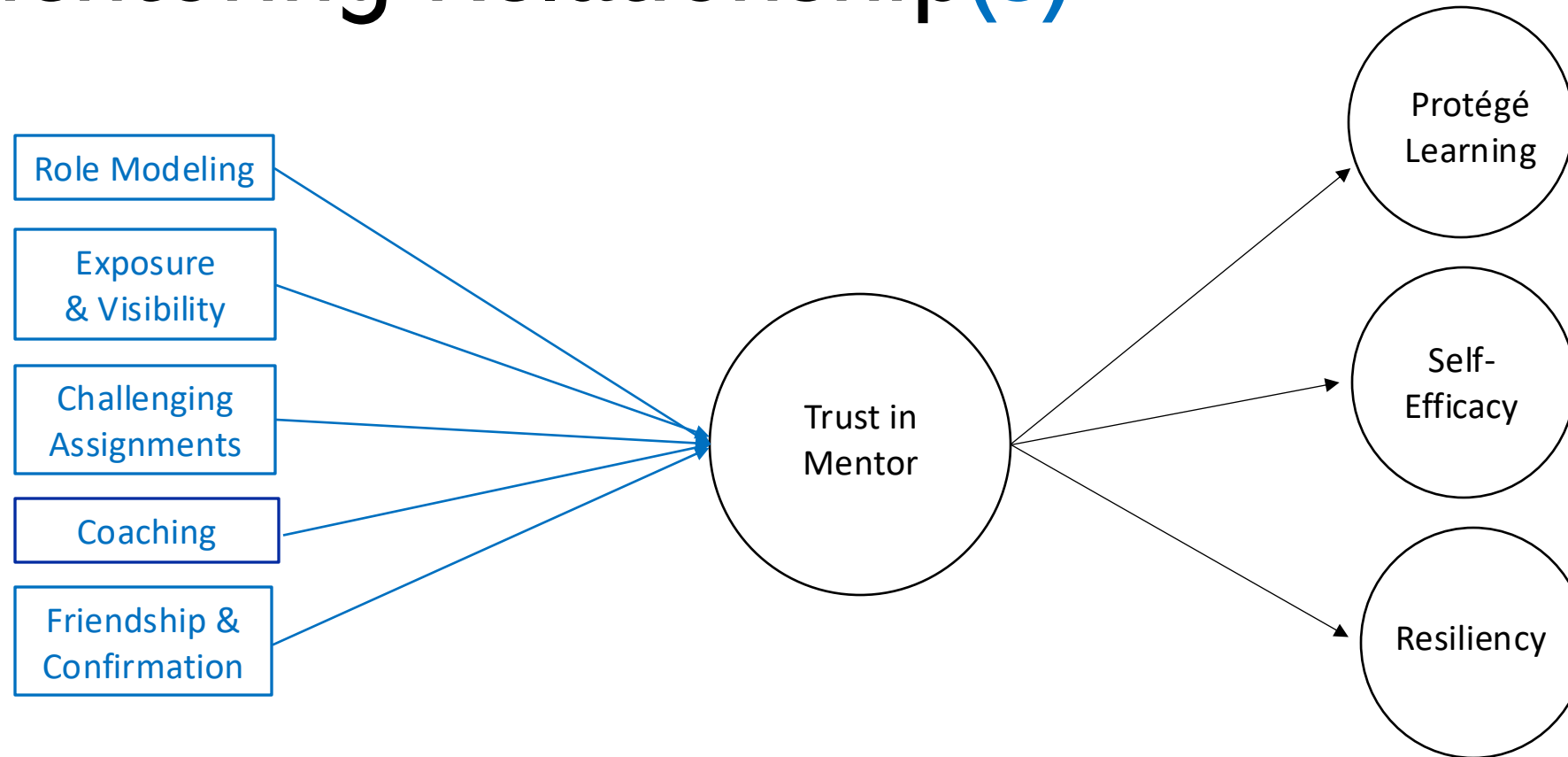
• Integrity Trust

- Be honest
- Communicate openly
- Respect confidentiality
- Set and respect boundaries

• Benevolence Trust

- Practice vulnerability
- Active listening
- Express gratitude
- Share successes
- Show interest

Building Towards Successful Mentoring Relationship(s)





Success Elements in Being Mentored

	What's it Look Like?	Look like in Grad School	How to Find or Encourage It
Challenging Assignments			
Exposure & Visibility			
Coaching			
Friendship & Confirmation			
Role Modeling			

Challenging Assignments

- What does it look like in our measure?

Learning opportunities, involvement in projects, opportunities for practice, feedback and correction

- What's it look like in graduate school?

Involvement in projects, papers, presentations; technical assistance with reading & writing research; “desirable difficulties”

- How can you find it? Encourage it?

Show a commitment to learning; ask for challenges; ask for feedback and ask for more feedback; communicate what you don't know and where you are stuck; do good work



Exposure & Visibility

- What's it look like in our measure?

Sponsorship; connecting to others inside and outside the organization; discussing networking strategies

- What's it look like in graduate school?

Nominations for awards, high-visibility projects; teaching roles; networking at conferences; preparing for conferences

- How can you find it? Encourage it?

Find opportunities and ask to be nominated; before conferences, identify who (or what type of person) you would like to be introduced to; ask for introductions; have your elevator speech ready



Coaching

- What's it look like in our measure?

Warnings on what/who to watch out for; feedback on the image you project; career reflection and guidance

- What's it look like in graduate school?

Warnings on what/who to watch out for; feedback on the image you project; career reflection and guidance

- How can you find it? Encourage it?

Commit to building mutual trust; choose your 'component mentor wisely;
Share early warning signs;
Be honest about your career goals and what you are/are not confident in;
Ask



Friendship & Confirmation

- What's it look like in our measure?

Demonstrate care, unconditional support, share relevant non-work information

- What's it look like in graduate school?

Demonstrate care, unconditional support, share relevant non-work information

- How can you find it? Encourage it?

Commit to building mutual trust; remember that your advisor/mentor is also a person; find low stakes topics to discuss; communicate when you need more care



Role Modeling

- What's it look like in our measure?

The mentor behaves in ways that the mentee wants to emulate

- What's it look like in graduate school?

The mentor behaves in ways that the mentee wants to emulate

- How can you find it? Encourage it?

Consider different role models for different aspects of school/career/life;
 Let your mentor know the positive impact they do have on you;
 Become a partner in activities that inspire your mentor



How do you ask?
And who do you ask?

Feedback and Questions

