“Mentoring up” is a concept that empowers mentees to be active participants in their mentoring relationships by shifting the emphasis from the mentors' responsibilities in the mentor-mentee relationship to equal emphasis on the mentees' contributions.
MENTORING INCLUDES

- Motivation
- Advice
- Training
- Success
- Goal
- Direction
- Support
- Coaching
VARIOUS KINDS OF MENTORING

- Students of students (research)
- Faculty of students (research, teaching, leadership, etc.)
- Alums of students (job search, etc.)
- Others of students (job skills, research, teaching, leadership, etc.)
MENTORING EXPERIENCES VARY

To shape and guide the mentee:
• Research
• Teaching
• Service
• Leadership
• Etc.

Developmental needs of the mentee:
• Undergraduate
• Master’s level
• Doctoral level
• Post doc
• New employee
MENTORS SHAPE AND GUIDE MENTEES

- Mentors can inspire and support growth in the mentee
- Mentors can be a inaccessible, or even a hindrance for the mentee
VARIOUS TYPES OF MENTORING

Hierarchical

Mentor

Mentee

Shared Responsibility

Mentor

Mentee
MENTORING UP

Comes from the Business world:


(Balster et al. 2010; Pfund et al. 2014; Pfund et al. 2013)
MENTORING IS A PROCESS

1. Initiating a mentoring relationships
2. Developing a mentoring relationships
3. Engaging in mentoring relationships
SEVEN PRINCIPLES

1. Communication 5. Fostering Independence
2. Shared Expectations 6. Promoting Professional Development
3. Assessing Expectations 7. Ethics
4. Diverse Expectations
COMMUNICATION

• A key element of any relationship
• Preferred communication style
• Regular time to meet or check-in

• Share progress toward project and professional goals
• Identify challenges and request your mentor’s advice
• Follow up to the meeting
SHARED EXPECTATIONS

- Mentor expectations
- Mentee expectations
- Explicit and implicit mentor expectations (others)
- Review and revise expectations
ASSESSING EXPECTATIONS

• Ask questions
• Get feedback
• Explain your project to others
DIVERSE PERSPECTIVES

- Seek out/be open to different perspectives
- Honest conversation
- Positive problem solving
- Personal and academic identity
FOSTERING INDEPENDENCE

- Explore how to achieve independence in your field
- Milestones
- Talk with others
PROMOTING PROFESSIONALISM

- Mentor map
- Explore next steps/career goal
ETHICS

- Your behavior
- Acceptable norms and standards in your field
- Ethical standards
- University policies and procedures
- Law
Knowledge about what you know about yourself.

- their own skills
- prefers
- weaknesses.

Tests:

- Gallup strengthfinder
- Myers-Briggs Type Indicator (MBTI)
THANK YOU

QUESTIONS & ANSWERS

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REFERENCES