Diversity, Equity, & Inclusion in Molecular Pathology
An online learning & membership engagement series
from the AMP DEI Working Group

Boosting Your Research Journey with Mentors & Champions

May 16, 2023
Learning Objectives

• Provide guidance for advancing specific career pathways (e.g., finding mentors, sponsors, scholarships, networking).

• Role of AMP in helping its members network and connect with role models, mentors, and champions.
Boosting Your Research Journey with Mentors & Champions

Tracy Costello, PhD
Mentors or Champions?

What is the difference? Which do we need?
Good Mentors and Champions

• Ask questions that don’t always have easy answers

• Train and practice giving and receiving honest, productive feedback

• Formality (agendas) can keep meetings on task

• Set goals and track progress

• Have empathy

• Advocate for you and your success
Mentoring is good for mentors too!

- Enhances their leadership, coaching, management skills
- Increases their job satisfaction
- Increases their self-awareness
- Expands perspectives, creative thinking, drives innovation
- Supports diversity and inclusion
- Strengthens communication networks
- Encourages knowledge sharing
What are your career aspirations or research goals?

What type of mentor(s) can help you achieve these? Consider expertise, experience, leadership style, career stage
Additional questions to consider

1. What is it that you really want to be and do (this year)?
2. What are you already doing that is helping you get there?
3. What are you not doing well that is preventing you from getting there?
4. What will you do differently tomorrow to meet those challenges?
5. Where do you need the most help?
Prepare to connect to mentors

• Be able to communicate your WHY
• Identify Challenges
• Identify Conflicts

• Have clear questions that you need answers to

• Identify potential mentors who have knowledge, experiences, connections
Resources to find mentors and champions

- Professional Societies
- Institutional Programs
- Online Communities
How to network and build relationships?
Networking = Relationship Building

Number one rule of networking:

You never know who you meet today who will impact your career in the future.
Potential Mentors

- Social Media
- Current Colleagues
- Professors & Mentors
- Alumni
- Professional Societies
- Conference Attendees & Speakers
- Volunteer Organizations
- Former Colleagues
- Family
- Friends
- Vendors
- Special Interest Groups
- Potential Future Colleagues/Bosses
- Potential Mentors
- Professional Societies
- Alumni Organizations
- You
Reaching out to connect

• LinkedIn: 300 character message to connect
• Email: Be focused and succinct
• Request initial conversation
• Clearly describe your ask
• Prepare and ask questions
• Thank the mentor
Example request

• **Engaging Introduction**

  *Subject Line: Connection Request*

• Hi, Dr. Jones!

• I came across your name (through mutual connection / alumni network / etc...). Your career path / work / research topic / (something about them) is very interesting and I’d like to connect.

• OR I’m reaching out (insert something about your background that overlaps) and would like to connect.
Example request

• Your request
• I would like to discuss (topic) with you and gain your insight about (broad question).
• OR You’re a well-known expert in (skill) and I am working on developing in this area.
• OR My research/clinical work is expanding into a new direction and your expertise in this area could help guide my project and/or professional growth.
• (Bonus: I want to learn ______)
Example request

• **Your request**
• I’m considering a career shift into (or opportunities in) this sector and I would like to connect.
• OR I’m currently working at (insert place or role) but I have an interest in (insert new career path).
• OR As I have (researched / connected with colleagues), I am more interested in this career path as an opportunity for growth.
• (Bonus: I … ) want to learn
Example request

• The Closing

• This first message can simply be connection. It does not have to be anything more than that!

• I can meet you for coffee or at your office or wherever it is convenient. I am flexible and happy to work around your schedule.

• Would it be possible for us to meet?

• Sincerely,

• (Your Name)
What if you met someone months ago and you didn’t follow up?
Following up / Alternative request
• We met a few months ago at ...
• My professional focus has shifted and I remember our conversation about (topic). I would greatly appreciate time to connect and hear your current insights about (broad topic)

• I came across an opportunity on (website) that caught my eye...
• ...wonder if we can talk about it?
• (Closing... In either case, thank you again for your time!)
• (Closing... If you are unavailable, is there anyone else you recommend I speak with?)
Mentor Meetings: Important Interpersonal Skills

ACTIVE LISTENING
CLEAR COMMUNICATION
ASKING INSIGHTFUL QUESTIONS
BUILDING CONNECTION
Building Successful Mentoring Relationships

• Set clear expectations
• Engage in regular communication
• Respect their time, resources, energy
• Establish trust

• Have MULTIPLE mentors
Feedback is a GIFT

• Be willing to receive feedback
• Be coachable
• Seek clarification
• Reflect
• Prioritize
• Identify needed resources
Moving forward!

• What are 3 things you learned?
• What are 2 things you want to learn more about?
• What is 1 action you will take?

• Feel free to connect: linkedin.com/in/tracycostello
Q&A
Upcoming Webinars

More webinars coming in 2024!

For additional information, please visit the AMP Diversity, Equity & Inclusion Resource Webpage.
Please take our survey
Thank you for participating!

Submit post-webinar questions? Email DEI@amp.org