

IHPCSS Mentoring

Scott Callaghan
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Welcome!

- Welcome to the International HPC Summer School mentoring program
- Mentoring pack from email also available on wiki
- Hopefully you have met your mentoring group

Outline

- What is mentoring?
- How to get the most out of it
- Mentoring schedule
- Impostor syndrome
- Final advice

What is Mentoring?

- Partnership between two people
- Mentor gives guidance, support, advice
- Mentee receives help with
 - Career progression
 - Work-related issues of all kinds
 - Difficult situations
- Based on mutual trust and respect
- Mentor should ask questions and challenge, but be encouraging

Mentoring Myths

- Your mentor knows all the answers
- You must do what your mentor says
- You must be in the same science field as your mentor
- Your mentor can't offer advice because they didn't have your exact problem
- Your peers can't mentor you

Mentoring Schedule

- Monday lunch
 - Mentor groups eat together
 - Decide who in your group had the best 2 truths and a lie in your group (this will mean revealing your lie if you haven't already)
 - Pair up with another team you don't know
 - Present your 2 truths and a lie and see if you can stump them. Try to guess theirs!

Mentoring schedule, cont.

- Wednesday morning, 11:30-12:30 pm
 - Either 3 15-minute or 4 12-minute one-on-one mentoring sessions from 11:30-12:30
 - Please talk with your mentor and figure out which slot to meet with them
 - During the remaining time, you will peer mentor
- Thursday morning, 11:40-12:30
 - “Group mentoring”
 - Mentors will announce topics for discussion
 - You are encouraged to talk to someone new!

Getting the most out of the week

- Please respect everyone's confidentiality
- Remember we have many different cultures and personalities here – please be understanding
- The pairing is our best guess based on the survey results
 - If your mentor pairing is not working for you, please let me, Lorna, or Lizanne know.

Impostor Syndrome

- If you feel like you're unqualified and you don't belong here, you're not alone
- Impostor syndrome is a common feeling, especially among academics, that you are a fraud and are just waiting for someone to find out
- You may tend to dismiss your successes as due to luck, timing, not a real success, or due to deceiving others

Combating Impostor Syndrome

- If this sounds like you, know that it's about 40% of you here
 - 70% at some point in time
- If you see this in others, help support them
 - Remind them that it's common
 - Feeling like a fraud does not make you a fraud
 - What would they say to someone else with their track record?
- Talk to your mentor about it

Final Advice

- In past years, students have found mentoring extremely valuable
- Don't be afraid to approach staff – that's why they're here!
- If you have any concerns, please feel free to contact me, Lorna, or Lizanne
- Remember that you have to commit to mentoring to get value out of it