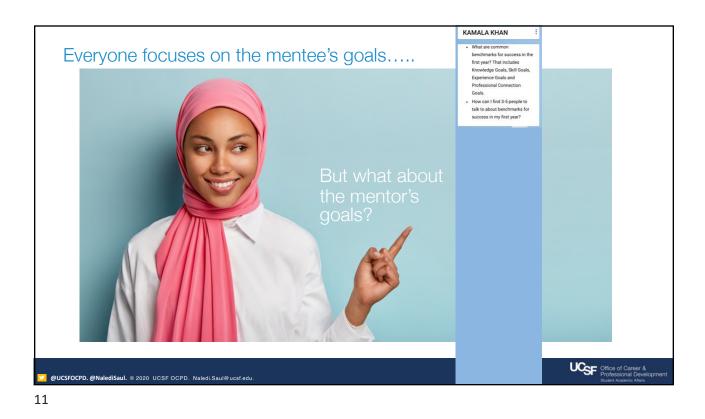


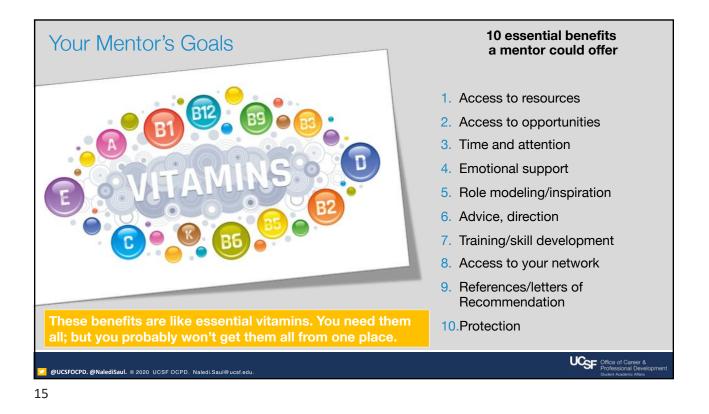
How to SEE Milestones in first 90 days GOALS My Goals My Mentor's Goals What are your Share • My goal is to make the most of my first year. goals – and what What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals. are theirs? Goals How can I find 3-5 people to talk to about benchmarks for success in my first year? 2 CONNECTION **Establish Connections** 3 TEACHING How do they teach? **Explore** EXPECTATIONS How do they set expectations? 4 (unarticulated) FEEDBACK 5 Preferences I'm your mentor Office of Career & Professional Develo 😕 @UCSFOCPD. @NalediSaul. © 2020 UCSF OCPD. Naledi.Saul@ucsf.edu.



Share <b>Goals</b>	GOALS What are your goals – and what are theirs?	My Goals         • My goal is to make the most of my first year.         • What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals.         • How can I find 3-5 people to talk to about benchmarks for success in my first year?	My Mentor's Goals
Establish <b>Connections</b>	2 CONNECTION How often will you meet and how long with you meet for? What will happen in those meetings? What other ways will we connect?		
Explore (unarticulated) Preferences	<ul> <li>TEACHING How do they teach?</li> <li>EXPECTATIONS How do they set expectations?</li> <li>FEEDBACK How do they give kudos and corrective feedback?</li> </ul>		

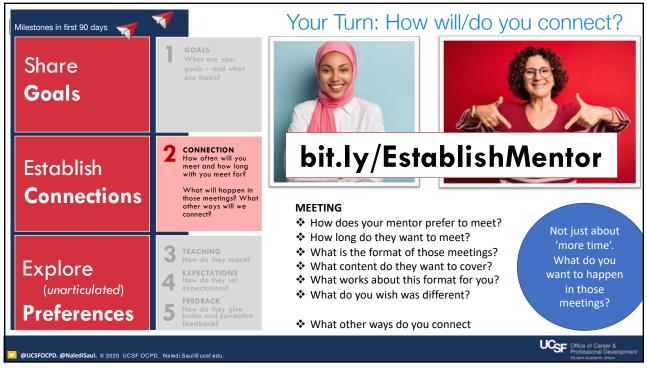




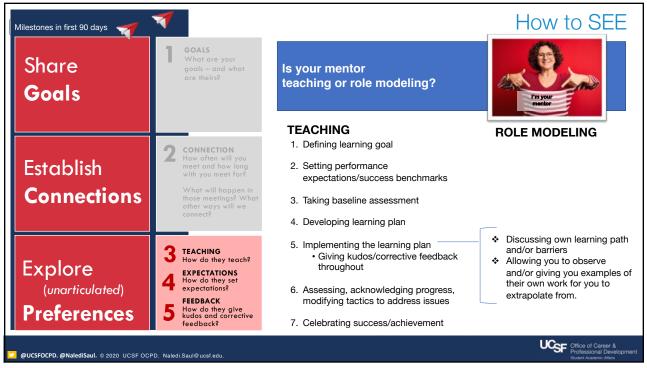


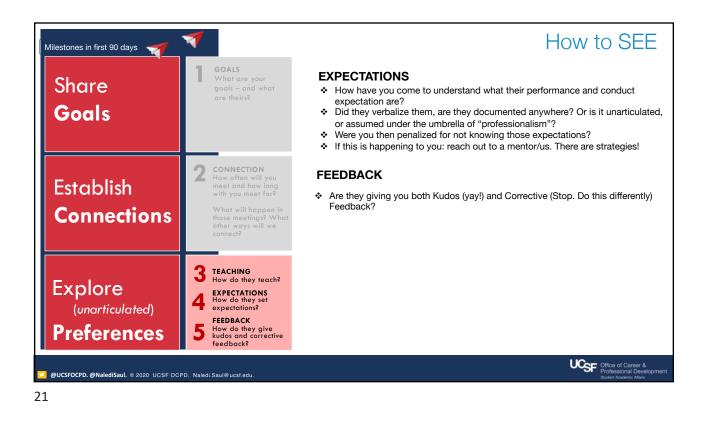


Share <b>Goals</b>	GOALS What are your goals - and what are theirs?	My Goals         • My goal is to make the most of my first year.         • What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals.         • How can I find 3-5 people to talk to about benchmarks for success in my first year?	My Mentor's Goals • Most comfortable: Role Modeling, Time and Attention, Emotional support • Least comfortable: Training/Skill Development. Protection.
Establish <b>Connections</b>	2 CONNECTION How often will you meet and how long with you meet for? What will happen in those meetings? What other ways will we connect?	Ask them to tell their story: * "How has mentorship played a role in your professional life?" * "How do you like to work with your mentees?" * "Why did you decide to join the first gen mentorship program? * "How have you interacted with your mentees in the past?" * "What have you found most rewarding about being a mentor? * "What have you found most rewarding about being a mentor?	
Explore <sub>(unarticulated)</sub> Preferences	<ul> <li>TEACHING How do they teach?</li> <li>EXPECTATIONS expectations?</li> <li>FEEDBACK How do they give kudos and corrective feedback?</li> </ul>		



Share <b>Goals</b>	GOALS What are your goals – and what are theirs?	My Goals • My goal is to make the most of my first year. • What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals. • How can I find 3-5 people to talk to about benchmarks for success in my first year?	My Mentor's Goals • Most comfortable: Role Modeling, Time and Attention Emotional support • Least comfortable: Training/Skill Development. Protection.
Establish <b>Connections</b>	2 CONNECTION How often will you meet and how long with you meet for? What will happen in those meetings? What other ways will we connect?	<ul> <li>My mentor seems to prefer face to face meetings no more that 30 minutes, about once a month.</li> <li>Rather than being directional or structured, they seem to prefer me to lead the conversation by asking questions and asking questions/for advice.</li> <li>They also seem to appreciate short update emails between our meetings. Also, I will also follow and interact with them on Twitter and connect to them on Linkedin/Doximity</li> </ul>	
Explore (unarticulated) Preferences	<ul> <li><b>3</b> TEACHING How do they teach?</li> <li><b>4</b> EXPECTATIONS How do they set expectations?</li> <li><b>5</b> FEEDBACK How do they give kudos and corrective feedback?</li> </ul>		





Share <b>Goals</b>	GOALS What are your goals – and what are theirs?	My Goals • My goal is to make the most of my first year. • What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals. • How can I find 3-5 people to talk to about benchmarks for success in my first year?	My Mentor's Goals • Most comfortable: Role Modeling, Time and Attention Emotional support • Least comfortable: Training/Skill Development, Protection.
Establish <b>Connections</b>	2 CONNECTION How often will you meet and how long with you meet for? What will happen in those meetings? What other ways will we connect?	<ul> <li>My mentor seems to prefer face to face meetings no more that 30 minutes, about one month.</li> <li>Rather than being directional or structured, they seem to prefer me to lead the conversation by asking questions and asking questions/for advice.</li> <li>They also seem to appreciate short update emails between our meetings. Also, I will follow and interact with them on Twitter and connect to them on Linkedin/Doximity</li> </ul>	
Explore (unarticulated) Preferences	<ul> <li>3 TEACHING How do they teach?</li> <li>4 How do they set expectations?</li> <li>5 How do they give kudos and corrective feedback?</li> </ul>	<ul> <li>Teaching: They are better at role modeling, more than teaching. So it's better to ask for help finding someone to teach me, and/or use them to verify I correctly learned it.</li> <li>Expectations: They don't, really. To understand their expectations, I will need to be a constant inquirer. E.g.: How long should our meetings last? What topics have people covered in the past.</li> <li>Feedback: They are great at giving kudos feedback, but I have to ask for corrective feedbac I will try to solicit feedback. "What's one thing I could do to make this better?"</li> </ul>	

Share <b>Goals</b>	GOALS What are your goals – and what are theirs?	<ul> <li>EXPECTATIONS</li> <li>How have you come to understand expectation are?</li> <li>Did they verbalize them, are they do or assumed under the umbrella of "µ</li> <li>Were you then penalized for not know If this is happening to you: reach out</li> </ul>	ocumented anywhere? Or is it unarticulated professionalism"? wing those expectations?
Establish <b>Connections</b>	2 CONNECTION How often will you meet and how long with you meet for? What will happen in toother ways will we connect?	FEEDBACK Are they giving you both Kudos (yay!) Feedback? Only Kudos? Ask for Corrective	and Corrective (Stop. Do this differently) Only Corrective? Ask for Kudos
Explore (unarticulated) Preferences	<ul> <li>3 TEACHING How do they teach?</li> <li>4 EXPECTATIONS How do they set expectations?</li> <li>5 FEEDBACK How do they give kudos and corrective feedback?</li> </ul>	<ul> <li>Great to hear that I did X correctly. What's one thing that would make it even better?</li> <li>What are some ways I could improve this? For example, could I make it shorter, document it differently, use different language. What comes to mind?</li> </ul>	<ul> <li>I now understand that I need to do Z. I will do that. Last week we talked about me doing Y differently as well Did I do that correctly this time?</li> <li>You previously gave me feedback that this should be more concise. I focused on that. Has it improved to your expectations?</li> </ul>

Share <b>Goals</b>	GOALS What are your goals – and what are theirs?	<ul> <li>My Goals</li> <li>My goal is to make the most of my first year.</li> <li>What are common benchmarks for success in the first year? That includes Knowledge Goals, Skill Goals, Experience Goals and Professional Connection Goals.</li> <li>How can I find 3-5 people to talk to about benchmarks for success in my first year?</li> </ul>	My Mentor's Goals • Most comfortable: Role Modeling, Time and Attention, Emotional support • Least comfortable: Training/Skill Development, Protection.
Establish Connections	2 CONNECTION How often will you meet and how long with you meet for? What will happen in those meetings? What other ways will we connect?	<ul> <li>My mentor seems to prefer face to face meetings no more that 30 minutes, about once month.</li> <li>Rather than being directional or structured, they seem to prefer me to lead the conversation by asking questions and asking questions/for advice.</li> <li>They also seem to appreciate short update emails between our meetings. Also, I will al follow and interact with them on Twitter and connect to them on Linkedin/Doximity</li> </ul>	
Explore (unarticulated) Preferences	<ul> <li>3 TEACHING How do they teach?</li> <li>4 EXPECTATIONS How do they set expectations?</li> <li>5 FEEDBACK How do they give kudos and corrective feedback?</li> </ul>	<ul> <li>Teaching: They are better at role modeling, more than teaching. So it's better to ask for help finding someone to teach me, and/or use them to verify I correctly learned it.</li> <li>Expectations: They don't, really. To understand their expectations, I will need to be a constant inquirer. E.g.: How long should our meetings last? What topics have people covered in the past.</li> <li>Feedback: They are great at giving kudos feedback, but I have to ask for corrective feedback I will try to solicit feedback. "What's one thing I could do to make this better?"</li> </ul>	

