**How do we Better Mentor???**

**Mentoring:**

Mentorship is “living life with people”

Career possibilities talking: research and protected time vs. clinical vs. research alone

Formalized Mentorship: Faculty Talk: what research happening, other important issues, etc.

Pre-fellowship interview: 10 different faculty interviews to discuss their research, research venues, possible projects. (this is great if less research time).

Committee for fellows research projects: PARTICIPATE ON THESE COMMITTEES!

Give elective research time earlier in the year so there is more chance to build a research project.

Keep dialogue open to allow for changing projects.

Set clear expectations on mentor-mentee relationship (JAMA mentorship paper) Desktop Mentoring Millennials.

For those spending a majority of time in research, how “helpful” is the mentee for OUR career?

Leadership styles:   
-goal setting, milestones.  
-One minute manager: listen, then set goals  
-Use focused tasks  
-Liz Wiseman: Multipliers  
-Good to Great  
-Servant Leadership  
-Set good goals with mentees (distinct goals, times for mentoring, have distinct “plan” for what to cover)  
- How to Succeed in Academics: Dr. Ed McCabe

**Being Exciting:**

Having students and residents “with” us

Have trainees “shadow” a family

Have trainees “shadow” different specialists (PT, OT, specialty center)

Be happy with our jobs/careers. Don’t always be tired and overwhelmed.

Show that we support each other

Show that we understand wellness