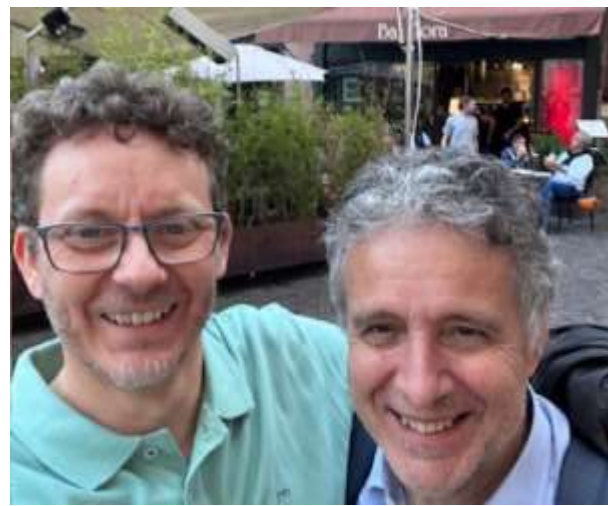


# EDEN research mentoring plan: a new format for an old role of EDEN

Ignacio Garcia-Doval and EDEN steering committee



## Objectives

- As EDEN grows, change informal mentoring into a more structured format

"In The Odyssey, when Odysseus marches to the Trojan War, he asks his faithful friend Mentor, a wise man of acknowledged merit and tradition, to take care of his son Telemachus and help him prepare to be king of Ithaca."



## Objectives

- Facilitate the development of professional careers in research through
  - the definition of objectives,
  - improvement of skills and confidence
  - widening their networks.

## Who can participate?

- Mentors: any more senior member of EDEN
- Mentees: Junior members with interest in a career in dermatoeidemiology
- (No clearcut definition)

## What is it not?

- Development of a specific project or research area
- Teaching
- Supervision
- Sponsorship

## Mentoring model chosen (development model)

- Both parties add value
- It's based on sharing experiences, not hierarchies
- The mentee leads the topics
- The mentor favors the autonomy of the mentee and identifies, but does not provide, opportunities.



## The Process

- On-line meetings
- 30-45 min
- 4-6 over 6 months
- With a plan for each meeting (topics to be discussed) prepared by the mentee, sent a week before
- Register on the plan's website
- Final evaluation of the plan

Topics to be discussed: ideas

We recommend trying all of these, but being open to others

Career Aspirations

Research Environment: Academic, Non-Academic

Career Options That Are Different From the Usual

Competencies to acquire: how to train

Skills needed: work-life balance, networking, conflict management, communication

Common Pitfalls and How to Avoid Them: Burnout Syndrome, Imposter Syndrome

# What do we expect from mentors?

- Setting Expectations and Goals
- Keeping Appointments: Availability, Punctuality, Commitment
- Listening, asking questions, giving advice, facilitating decision-making, respecting the choices of the mentee
- Stimulate: Positive Feedback
- Building Trust, Not Dependency
- Confidentiality!!!
- Share relevant experiences, not just successes.
- Beware of deterministic advice (what has worked once does not always work)

## What do we expect from mentees?

- Plan each session: objectives: topics to be covered
- Keeping Appointments: Availability, Punctuality, Commitment
- Active Attitude:
- Prepare meetings in advance.
- Be willing to take responsibility and feasible changes (do not fall into responsibility to external factors that cannot be modified (your boss, the system, colleagues...))
- Focus on the aspects that can be changed.
- Raising doubts, difficulties
- Confidentiality!!!

## Final Meeting: Closing

- How has the relationship been?
- What has been revised?
- What has been learned?
- What goals have been set?
- What objectives have been met?

# How to join?

- We will send you an email or follow this link (take a picture now!)
- Deadline: 15th May 2024

