



**WSU Intermediate Mentoring Workshop**  
**Session #4, 06/11/2024**

**Today's Objectives**

- Practice promoting holistic development of mentees including:
  - Cultivating responsible and ethical research practices
  - Promoting professional development
  - Building safe and supportive research environments



*Image: evidencebasedmentoring.org*

**Today's Activities**

1. What is holistic and supportive training
2. Case studies on cultivating ethical, professional, and supportive environments. Some in the context of being an intermediate mentor in mentoring triads.
3. More tools you can use for mentee development
4. Wrap ups and future directions for more training

**ACTIVITY 1. ENGAGE QUESTIONS**

1. What is “holistic training”?
2. What is “supportive training”?
3. What do you do to be a holistic and supportive mentor?

**ACTIVITY 2: EXPLORE/EXPLAIN:** Case studies on holistic and supportive training environments

- Find the cases in a separate PDF handout
- Each group will be assigned one case to study
  - Assign reporter, timekeeper, and facilitator roles
  - Spend about 10 minutes to discuss with your group
  - Each group gets about five minutes to report on their case:
    - Synopsis of the case
    - Key takeaways from your small group discussion

Case	Title	Mentoring Theme
1	“Hands on Mentor” EM	Enhancing work-life integration, mentoring triads
2	“Tweaking the Data” EM	Responsible conduct of research, self-efficacy and independence, mentoring triads
3	“Big Strong Guy” EM	Supportive training environments, mentoring triads
4	“Awkward Mentor” ER	Promoting professional development, mentoring teams
5	“Keeping the Data” ER	Methods to enhance rigor and reproducibility



**ACTIVITY 3. ELABORATE**—Explore tools to help promote holistic development

- “Entering Research” tools that you could rely on to develop mentees

A. The Power of Social Persuasion	Promoting self-efficacy, constructive feedback
B. Messages Sent and Received	Managing effective communication
C. The Informational Interview	Promoting career networking
D. Research Documentation Process	Cultivating rigorous data collection process
E. Mentor Interview about Making Posters	Aligning expectations for creating posters
F. Article Organization, Comprehension, and Recall	Helping trainees work through literature

**ACTIVITY 4. ELABORATE**—If you are seeking more tools and training

1. Apply to be a peer mentor (graduate students in Biotech- and CVM-affiliated departments)
2. “Faculty Success Program” webinars in the NCFDD library (free access for graduate students, staff, and faculty). Don’t let the “faculty” part fool you. Most of this is applicable to you.

**Webinars for NCFDD core curriculum**

<https://www.ncfdd.org/core-curriculum>



View Upcoming Curriculum

<p>SKILL #1: Every Semester Needs a Plan</p> <p>1 <input type="button" value="Watch Now"/></p>	<p>SKILL #2: How to Align Your Time with Your Priorities</p> <p>2 <input type="button" value="Watch Now"/></p>
<p>SKILL #3: How to Develop a Daily Writing Practice</p> <p>3 <input type="button" value="Watch Now"/></p>	<p>SKILL #4: Mastering Academic Time Management</p> <p>4 <input type="button" value="Watch Now"/></p>
<p>SKILL #5: Moving from Resistance to Writing</p> <p>5 <input type="button" value="Watch Now"/></p>	<p>SKILL #6: The Art of Saying No</p> <p>6 <input type="button" value="Watch Now"/></p>
<p>SKILL #7: Cultivating Your Network of Mentors, Sponsors &amp; Collaborators</p> <p>7 <input type="button" value="Watch Now"/></p>	<p>SKILL #8: Overcoming Academic Perfectionism</p> <p>8 <input type="button" value="Watch Now"/></p>
<p>SKILL #9: How to Engage in Healthy Conflict</p> <p>9 <input type="button" value="Watch Now"/></p>	<p>SKILL #10: How to Manage Stress, Rejection &amp; the Haters in Your Midst</p> <p>10 <input type="button" value="Watch Now"/></p>



ACTIVITY 6. WORKSHOP EVALUATION

[https://wsu.co1.qualtrics.com/jfe/form/SV\\_bmfzCTP9EQ8bmsu](https://wsu.co1.qualtrics.com/jfe/form/SV_bmfzCTP9EQ8bmsu)

