



Mentor Mapping

Example resource directly from Earth Science Women's Network in June 2024. <https://eswnonline.org/mentor-mapping/>

Learn how to build your network by identifying mentors and mapping out the types of support you need.

This project is funded by the US National Science Foundation (NSF) Division of Research, Innovation, Synergies, and Education (RISE) within NSF's Directorate for Geosciences (GEO), award numbers 2307410, 2307411, 2307412, and 2307413.



Center for Education,
Engagement and
Evaluation



fieldsafe.colorado.edu

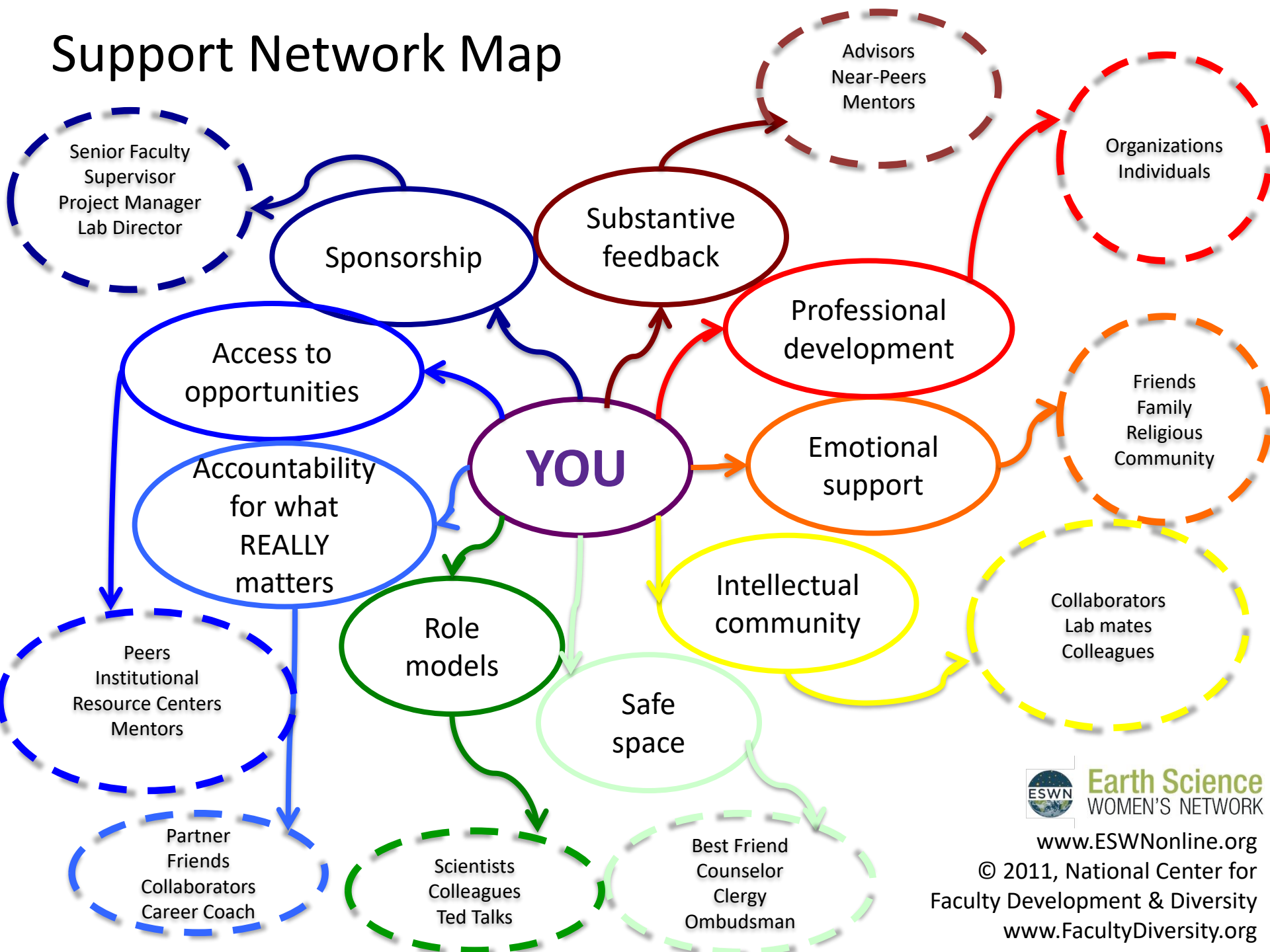
Creating a Supportive Network

- What is support?
- Who supports you?
- Write the name of each person who supports you

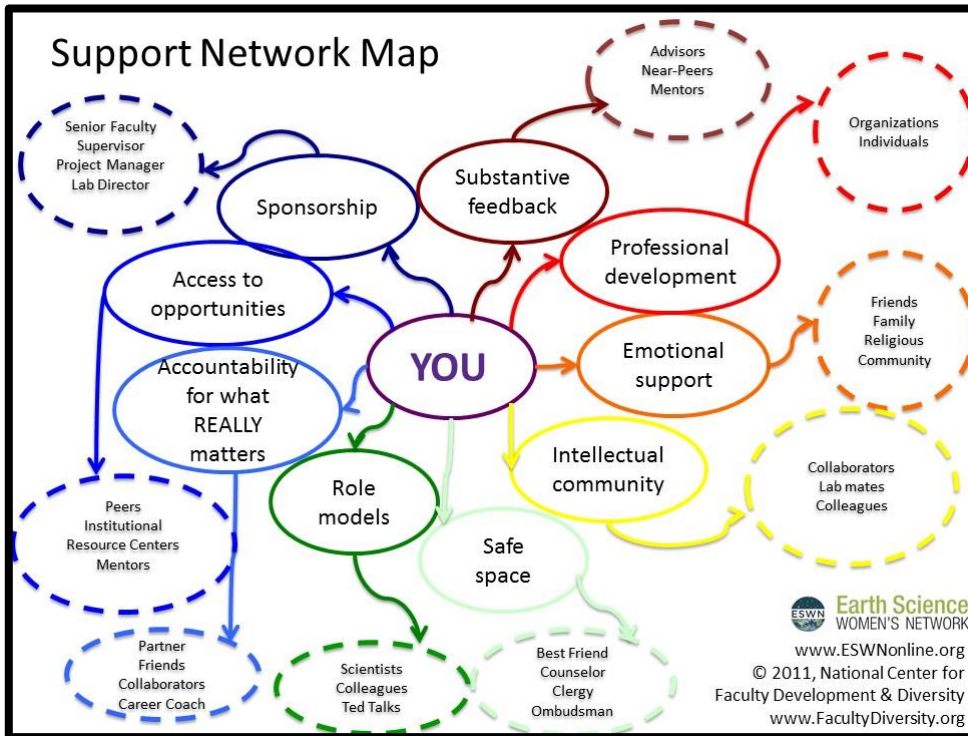


Earth Science
WOMEN'S NETWORK

Support Network Map



How do each of these groups help me succeed?



Sponsorship

- people who
- lobby for you behind closed doors
- mention your name for promotions
- suggest you be given more responsibility in a project.

Access to opportunities

- making sure your network (people and organizations) lets you know about upcoming opportunities
- workshops
- summer schools
- field opportunities
- grant calls
- job openings
- speaking opportunities
- media contacts
- research collaborations
- awards

Accountability

Someone that will check in to make sure you are making progress with a given task

“Taking ownership of your own mentoring: Lessons learned from participating in the Earth Science Women's Network” M.S. Glessmer, A. Adams, M.G. Hastings and R.T. Barnes (2015)

Role models

behavior we want to emulate in different aspects of our lives:

- Work-life balance
- Work ethics
- Productivity
- Career Choices
- Skill Set

Safe space

- people you trust who will let you vent without judgment or criticism
- blow off steam, express your frustration
- Help find a way to deal with the issue in a calm, composed, and unemotional way.
- May mediate on your behalf

Substantive feedback

- “classic” mentoring
- which journal to submit to?
- How to navigate specific conflicts at your institution?
- Are you making good progress for your career stage?

Professional development

- Inspiration to improve yourself by gaining skills
- time-management
- conflict resolution
- public speaking training
- personnel management

Emotional support

- someone that you feel comfortable sharing your emotions with
- helps you deal with stress
- believes in you

Intellectual community

- bouncing ideas off of
- getting feedback at each stage of your work, from an initial idea until the finished product.
- people who you can share ideas with at all stages knowing that you will get honest feedback without having to fear that you will be laughed at or that they will steal your ideas

Support Network Map

- Discussion with others:
 - What is one category you are “sure” about?
 - What is one category you are “unsure” about?
- Try to place the people from your initial list on to your map
- Discussion with others:
 - Which categories do you have few or no people in?
 - Are there any individuals that you are over-using?



How do I find people for all of these areas?

Sponsorship

- Who has seen you at your best?
- Who has seen you overcome a challenge?
- ask if people would mind mentioning positive feedback in a different context (editors, project partners, ...)

Access to opportunities

- email announcements
- campus career center
- befriend people who always seem to be "in the know"
- forward information, be a "hub"
- mentor
- newsletter
- happy hours

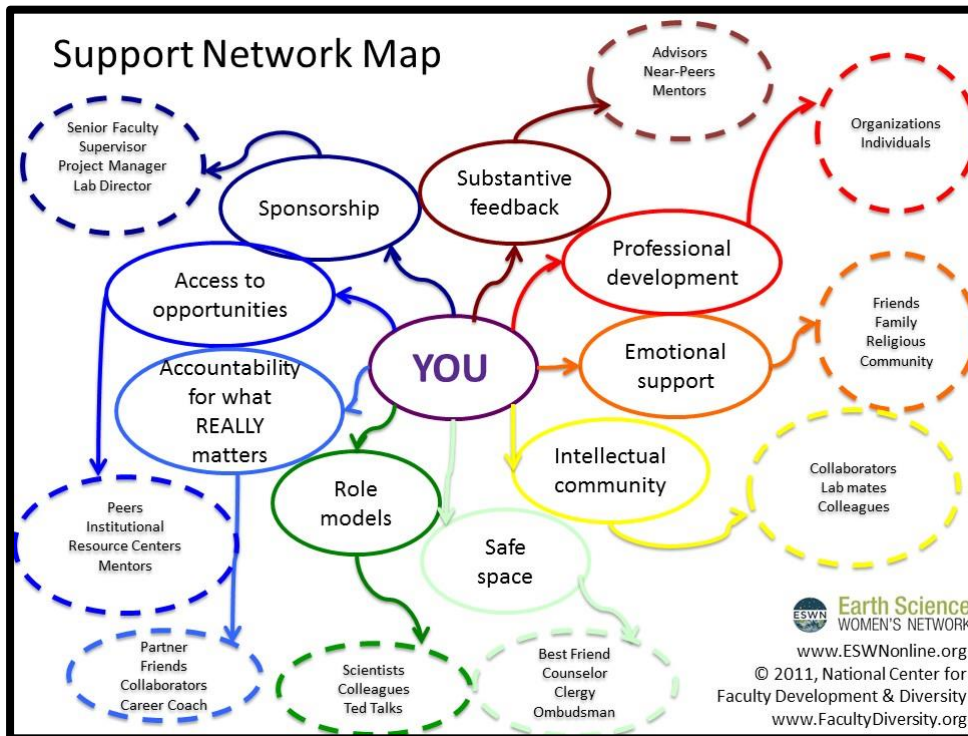
Accountability

- writing group
- workout buddy
- friend who sets deadlines and follows up

Role models

- professors/working scientists
- professionals a year or two ahead of you
- people outside of academia
- people outside of science

Support Network Map



Substantive feedback

- senior person in your field
- in an official role now or before (advisor, head of research group, editor, professional editors, peers)
- tenure committee

Professional development

- workshops
- professional organizations
- online resources
- university emails

Emotional support

- as important as career support
- family & friends
- trained professionals

Intellectual community

- Lab group members
- collaborators & colleagues
- former grad-school buddies
- friends from other fields
- Think about who is good to see an idea when it is fleshed out 25%, 50%, 75% and 100%
- Research Coordination Networks
- Offer to be this type of support for someone else and they will often reciprocate!

Important to Note:

- Your network map will continually evolve!
- Individuals may provide more than one type of support
- Be careful about over-using individuals
- It is ok to be strategic, it is your career and others will appreciate specificity when you ask for support

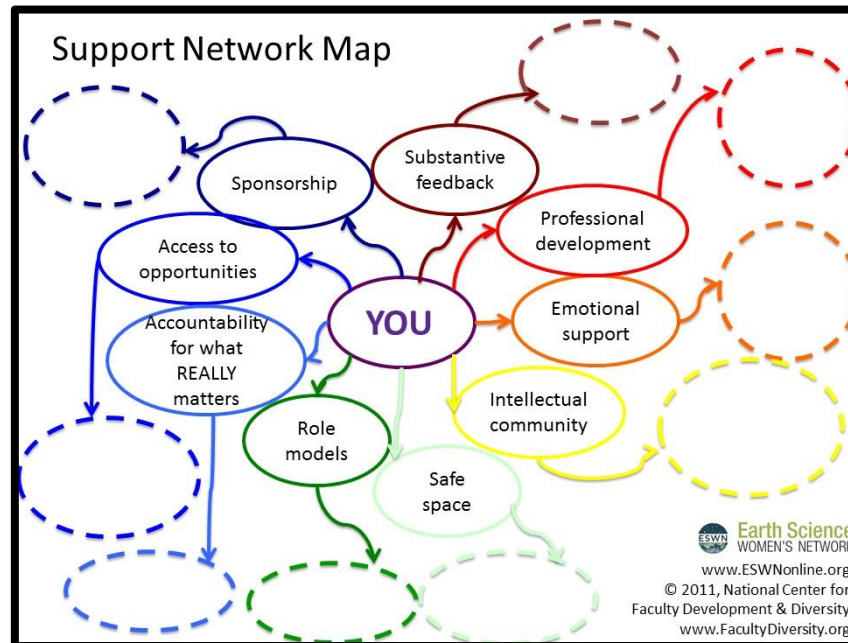
Safe space

- be careful to trust too early
- consider people removed from the situation you need to vent about
- Who can you always count on to be outraged on your behalf?
- who will keep things private?

Food for thought: WHO would the people on *your map* put on *their map*?

Support Network Map

- What are things that you can do moving forward to fill-in or better utilize your network?
- Challenge: *Before this workshop is over, add one person to your map!*



Support Network Map

