Mentor and Trainee Responsibilities

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Presentation outline

• What is Mentoring?
• Roles in Mentoring
• Responsibilities in Mentoring
• Mentoring and Ethics
• Potential problems in Mentor-Trainee Relationship
Mentor

Greek Mythology

- When Odysseus left for the Trojan War, he placed Mentor in charge of his son Telemachus, and of Odysseus' palace.
What is Mentoring?

Mentoring the **next generation of scientists** is a shared responsibility of all current scientists.
Any support to develop and maintain their
research profile and activities

More informal and ongoing, occurring as part of day-to-day research activities

Interactions in research groups to collaborate on research proposals, projects and publications
Roles

Role of Institutions

- Ensure each research trainee has an appropriately qualified and trained supervisor by setting standards for mentorship
- The importance of RCR covered in the training
Roles (Continued)

- Ensure **training**
- Provide **support**
- Ensuring the **validity and accuracy of research**
- Ensure **appropriate attribution**
- **Seek** guidance
- **Undertake** induction program and training
Basic Responsibilities of Mentor

- Be **Available**
- **Listen** Carefully
- **Keep in Touch**
- Allow for **Differences**
- Let Trainees Make **Decisions**
- Helping to make **contact with other researchers**
- **Keep Learning** about Effective Mentoring
- **Overseeing** Mentee’s work
Stages of Mentoring

- Initiation
- Cultivation
- Maturation
- Separation
- Redefinition

Good Research Assistant | Partner | Collaborator | Productive Scientist
Basic Responsibilities of Trainee

- Identify Career Plans
- Locate Prospective Mentors
- Distinguish between Supervisors and Mentors
- Be Clear about Needs and Expectations
- Keep Learning about Effective Mentoring
Mentor Trainee Relationships

• Inherently flexible & can vary tremendously in form & function
• Formal & informal
• Healthy working environment is crucial
Mentoring and Ethics

Beneficence & Non-maleficence

• Help others & be careful not to harm Mentees
• Mutually beneficial

Fidelity and responsibility

• Mentor to clarify the role of each party to the relationship
• Healthy M/M relationship will grow & mature
• To aspire to fairness & exhibit unbiasedness
Mentoring and Ethics (Continued)

Integrity

• If conflicts arises, resolve immediately

Justice

• Fair treatment (Two principles: equality & equity)

Respect for rights & dignity

• M/M consider personal differences
• Not to have bias in interactions/dealings
Potential problems in Mentor-Trainee Relationship

Overly dependent on Mentor

- Micromanagement
  - Exploit Mentees & take Credit
  - Interpersonal Problems (Professional, personal)
  - Performance Issues
  - Mentees ask for PERSONAL FAVORS
  - Expect credit at Mentor’s work
  - Mentors jealous if mentees outshine

“If both parties have clear expectations of what professional relationship can do & what it should not do”
“Toxic” Mentors or Tormentors

- Criticize rather than educate
- Neglect rather than help
- Threaten rather than support
- Obstruct rather than facilitate
- Control rather than foster growth and independence
Conclusion

- A powerful tool in career development
- Dynamic process and takes time and dedication
- One should need to make sure that both sides benefit
- Professional relationship based on etiquette, trust, respect & ethics
- Training programs for potential Mentors and Mentees
- Available throughout the research career and adapted to the individual’s experience and expertise
Questions, Comments & Suggestions