



Developing and Enhancing Mentoring Relationships

Session 4: Fostering Independence/Transitioning
your Mentee to Independence

February 9, 2022

David Cella, PhD and Philip Greenland, MD

Upcoming Workshop Schedule

Date / Time	Topic / Presenter(s)	Format
February 23, 2022 10:30 AM – 12:00 PM	<i>Cultural Awareness to Enhance Mentoring Across Differences</i> <i>Rick McGee, PhD</i>	<i>IN PERSON</i> <i>Tentative</i>
March 10, 2022 9:00 – 10:30 AM	Dealing with Mentoring Challenges Tara Lagu, MD, MPH and Charlesnika T. Evans, PhD, MPH	ONLINE
April 7, 2022** 9:00 – 10:30 AM	Goal Planning at Different Stages of One's Career Ravi Kalhan, MD and Sadiya S. Khan, MD, MSc	ONLINE
May 12, 2022 9:00 – 10:30 AM	Maintaining Effective Communication/Difficult Conversations Mercedes Carnethon, PhD and Kelly D. Michelson, MD, PhD	ONLINE
June 9, 2022 9:00 – 10:30 AM	Articulating your Mentoring Philosophy and Plan Adam Goodman, PhD	ONLINE
June 22, 2022 10:30 AM – 12:00 PM	Articulating your Mentoring Philosophy and Plan Adam Goodman, PhD	IN PERSON <i>Tentative</i>

**In April the session will be held the 1st Thursday of the month, to accommodate CPS Spring Break and holiday schedules.

Today's Facilitators



David Cella, PhD

d-cella@northwestern.edu

Chair, Department of Medical Social Sciences
Director, Institute for Public Health and Medicine
(IPHAM) - Center for Patient-Centered Outcomes
Ralph Seal Paffenbarger Professor



Phil Greenland, MD

p-greenland@northwestern.edu

Harry W. Dingman Professor of Cardiology
Professor of Preventive Medicine (Epidemiology) and
Medicine (Cardiology)

Session Aims

Define Independence, its core elements, and how they change over time

Employ various strategies to build mentee confidence, establish trust, and foster independence

Identify benefits and challenges of fostering independence



Define Independence

- Independence needs an object:
 - Independent from YOU!
 - Whose idea is it?
 - Who does the work?
 - Core competencies

Strategies to Build Confidence, Trust, and Independence

- Start from the request: “Why me?”
- Assess mentee’s starting point and goals
- Align expectations
- Monitor progress
- Launch at appropriate stage of career development

Benefits and Challenges of Fostering Independence

- Team science requires multiple areas of expertise
- Who's the smartest in the room?
- Letting go and managing your research program
- What goes around, comes around

Who's the mentee?

	Undergraduate	Graduate	Post-Doc	Faculty
Prior knowledge	+	++	+++	++++
Expectations				
Goals				
Opportunities				