

EGSS Webinar Series

Role of a Non-Academic Mentor in a Graduate Student's Career



Kshama Roy



Weiyun Lin



March 30, 2021

Safety Moment

Computer/Digital Eye Strain

- **Consider computer glasses:** to reduce your exposure to potentially harmful **blue light** emitted by digital devices
- **Take frequent breaks:** (one 5–10 minutes break every hour)
- **20-20-20 Rule:** Look away from your computer at least every 20 minutes and gaze at a distant object (at least 20 feet away) for at least 20 seconds
- **Get a comprehensive eye exam**



About the Presenter: Weiyun Lin



Ph.D. in Environmental Engineering, graduated in early 2020



Founder and President, Canadian Society for Civil Engineering (CSCE) Memorial Chapter



Atlantic Region Chapter Leaders Council, CSCE



E.I.T., Professional Engineer & Geoscientists of Newfoundland & Labrador (PEGNL)



Program coordinator for PEOPLE Network



Co-organizer, LEADERS & PEOPLE 2020 Virtual Symposium



Session co-chair, The Canadian Association on Water Quality (CAWQ) Virtual Canadian Symposium



Induced as Associate member, Sigma Xi



Guest editor, special issue for Environmental Systems Research (Springer)



Facilitator for Teaching Assistant training, Enhanced Development of the Graduate Experience (EDGE), Memorial University



About the Presenter: Kshama Roy



Masters & Ph.D. in
Geotechnical
Engineering



Lead - Special
Projects/Pipeline
Integrity



Adjunct Professor



University
of Manitoba



About the Presenter: Kshama Roy



Director, Southern
Alberta Chapter

Vice-Chair, Education
Committee

Co-Chair,
Communication &
Marketing

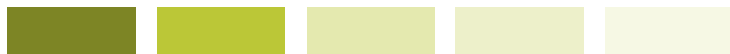
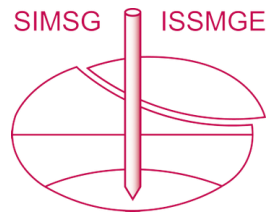
Co-Chair, 2022 Young
Engineers Engagement
Committee (YEEC)



THE CANADIAN
GEOTECHNICAL SOCIETY
LA SOCIÉTÉ CANADIENNE
DE GÉOTECHNIQUE



Energy Council of Canada
Conseil canadien de l'énergie



Outline

- Career - Dream vs Reality
- Role of Mentor – Personal & Professional Development
- Personal Experience
- Do's & Don't
- Positive mindset
- What's next?



What should I do after graduation?
What kind of opportunities are out there? Continuing education or job?

I focus on research in my Master/PhD program, but I wonder how's like working in the industry, government, or NGO?

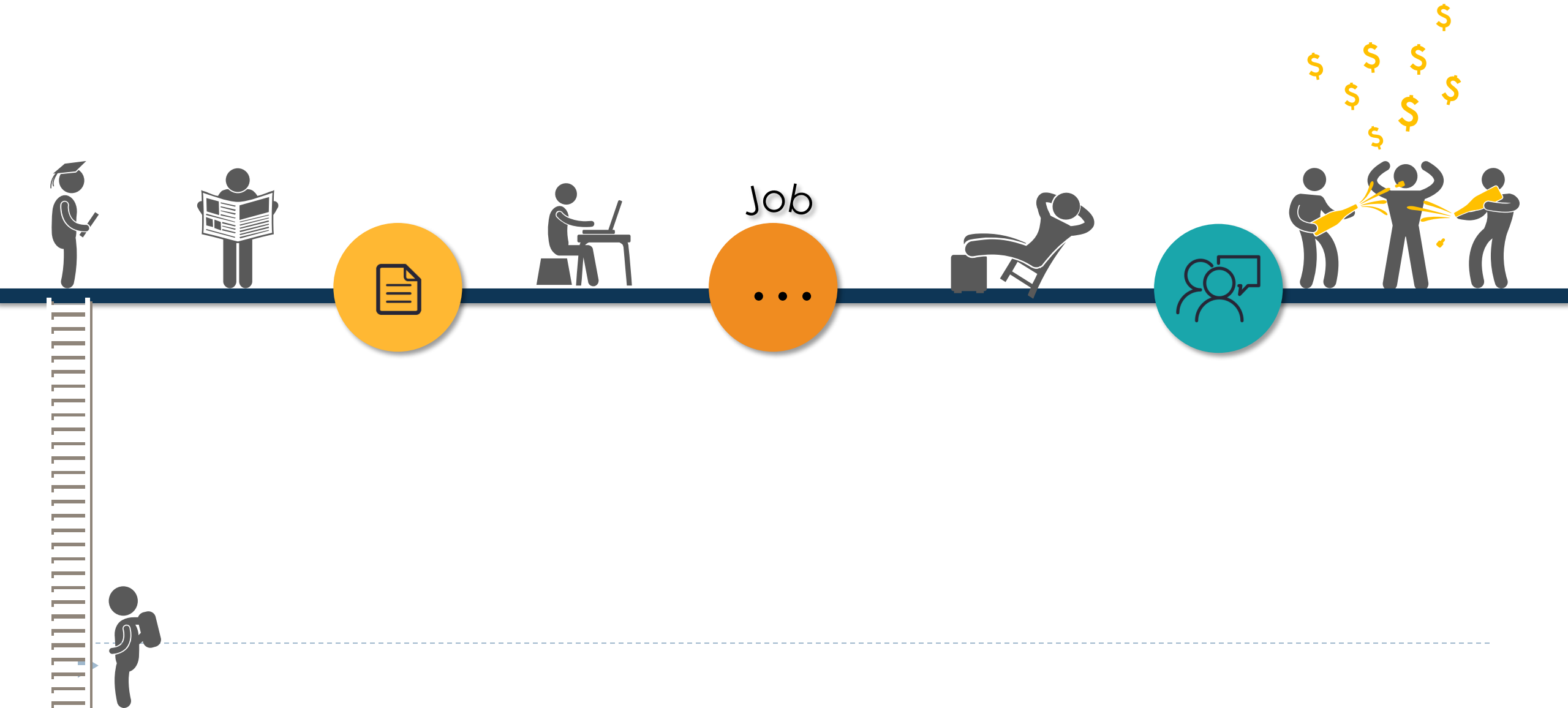
Some thoughts you may have...

What skillsets do I have? Are those enough? What aspects should I improve?

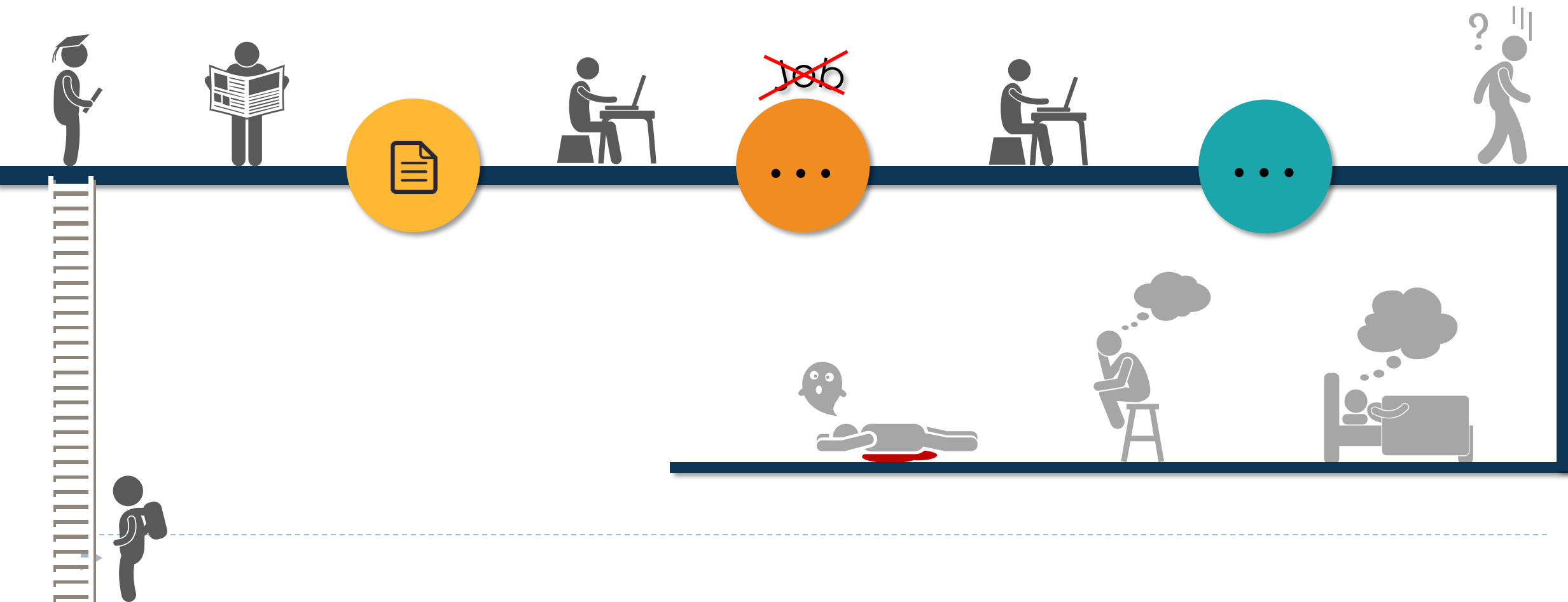
I am the best in XXX but how should I pass this information to others?

Other than my family and academic supervisor, who should I talk to for guidance in life and career?

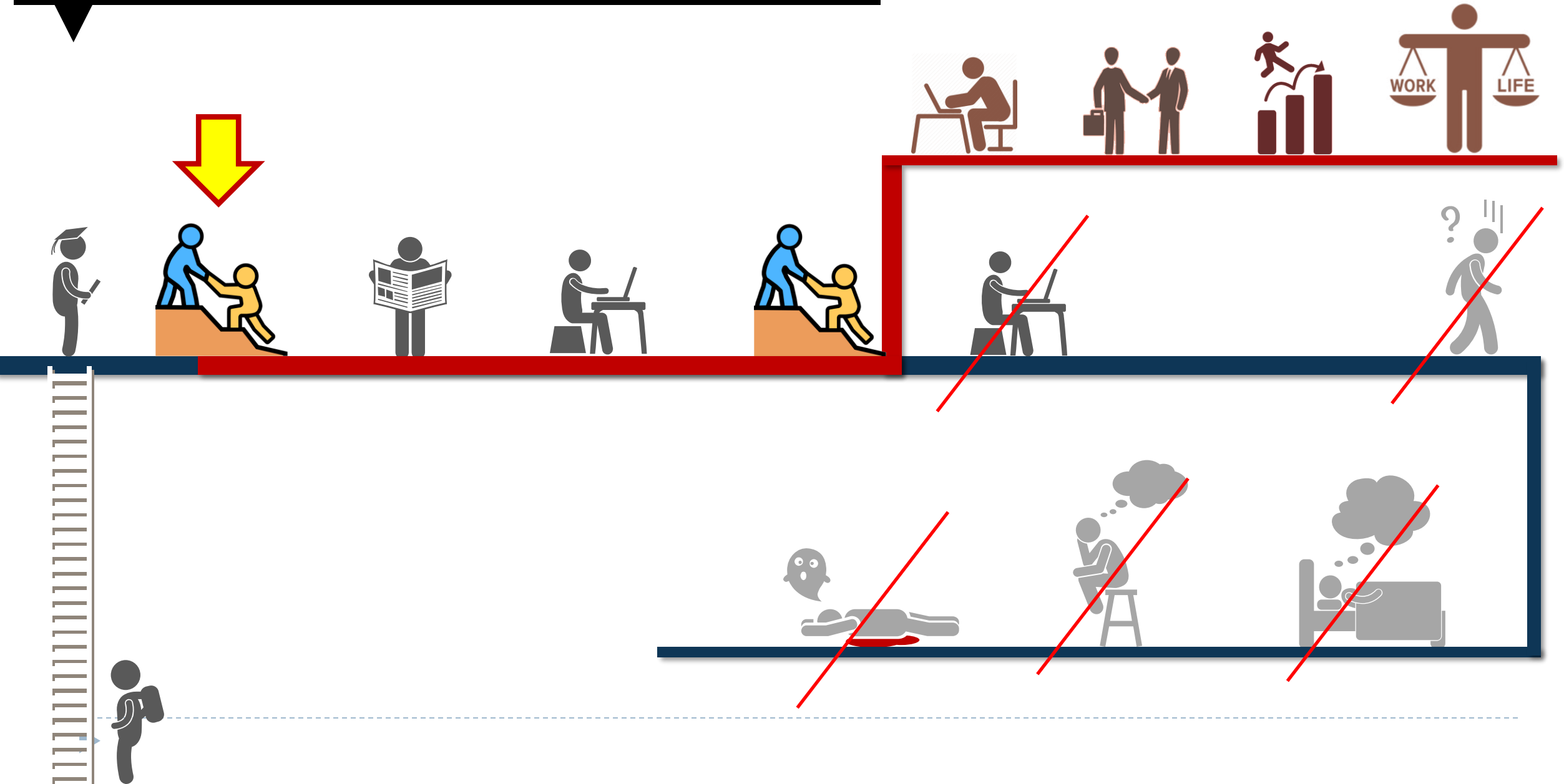
We think...



Reality...



Mentor...



Statistics

5

Employees who received mentoring were promoted **5 times** more often than people who didn't have mentors.
Source: Sun Microsystems

75

75% of executives point to mentoring as playing key roles in their careers.
Source: ASTD

95

95% of mentoring participants said the experience motivated them to do their very best.
Source: The War for Talent

96

96% of executives say mentoring is an important development tool.
Source: Account Temps



Benefits of having a mentor

Personal development

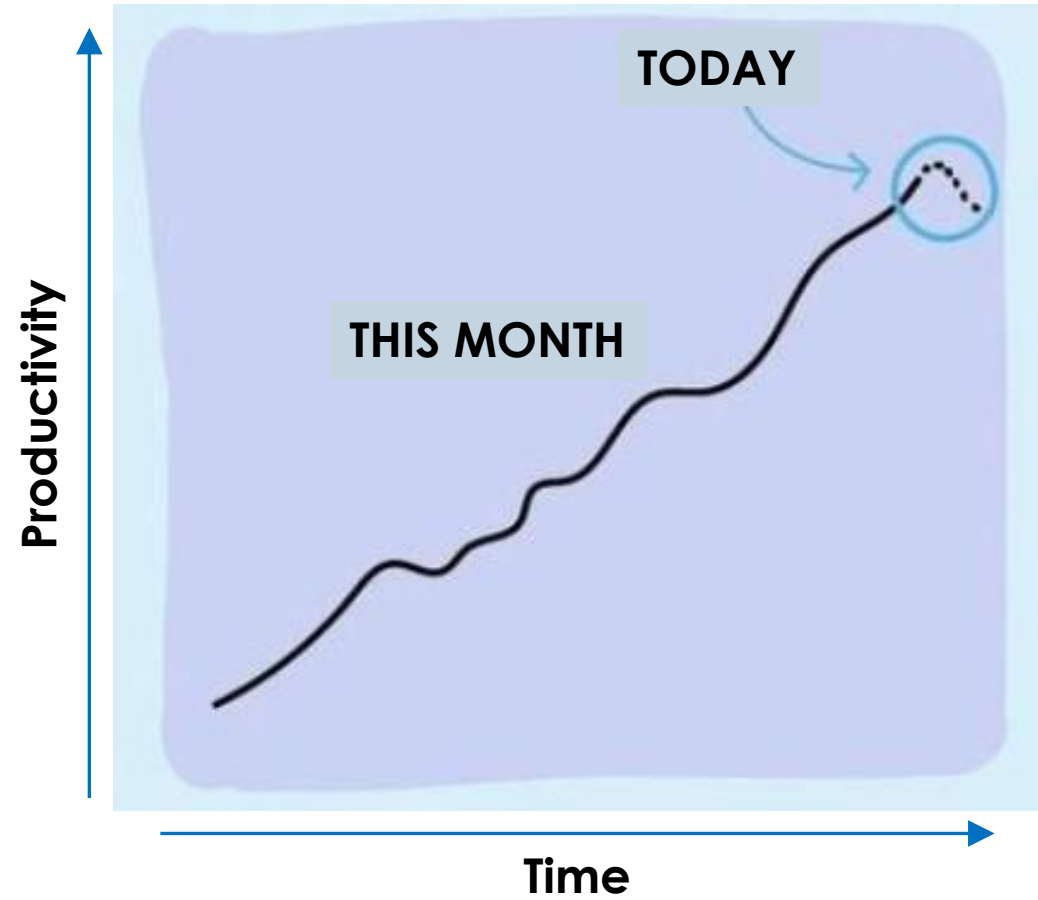
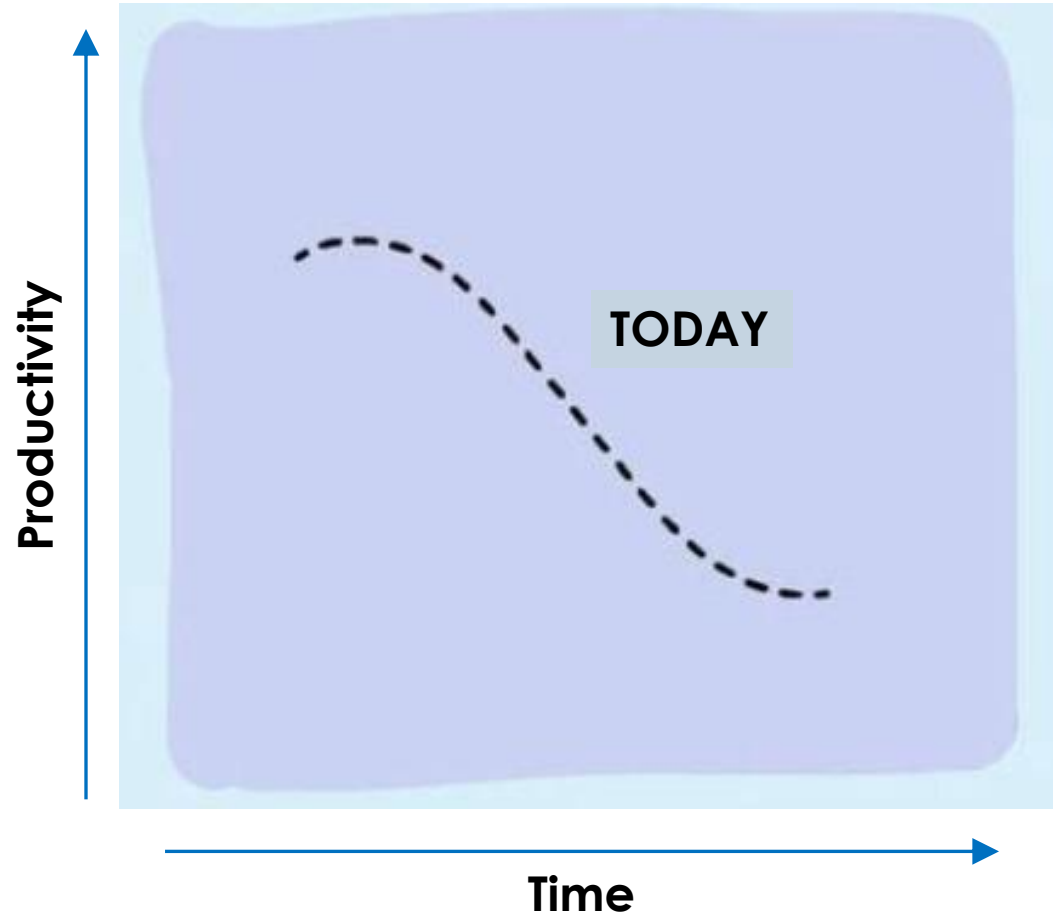
- High Level view
- Mindset shift
- Perspectives
- Careful listening to your issues
- Increase confidence
- Focussed growth
- Effective use of resources
- Personal branding

Professional development

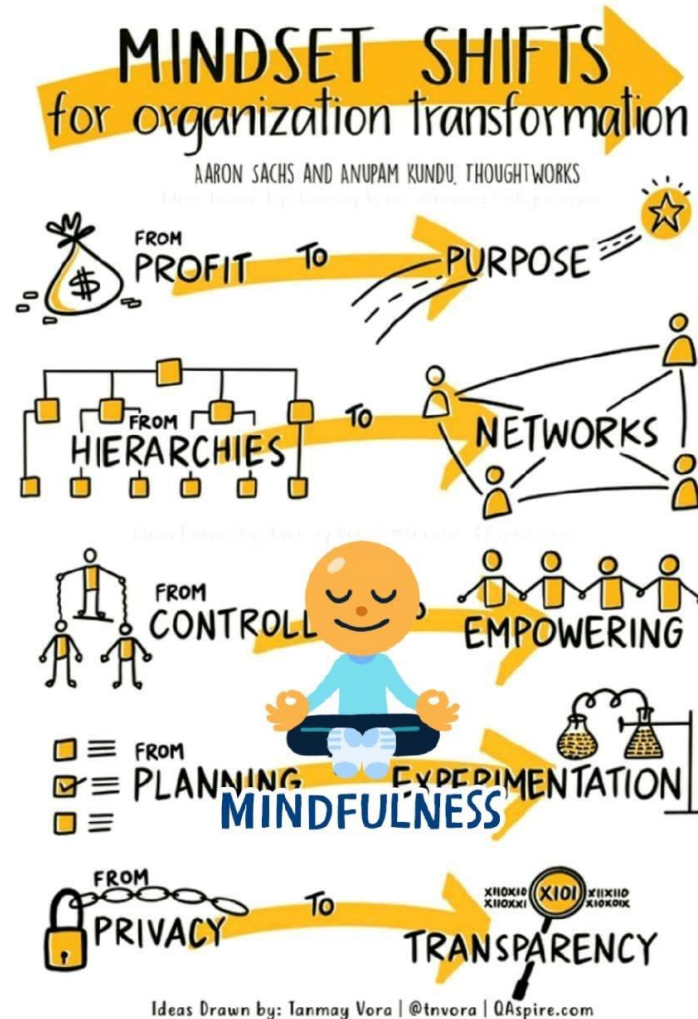
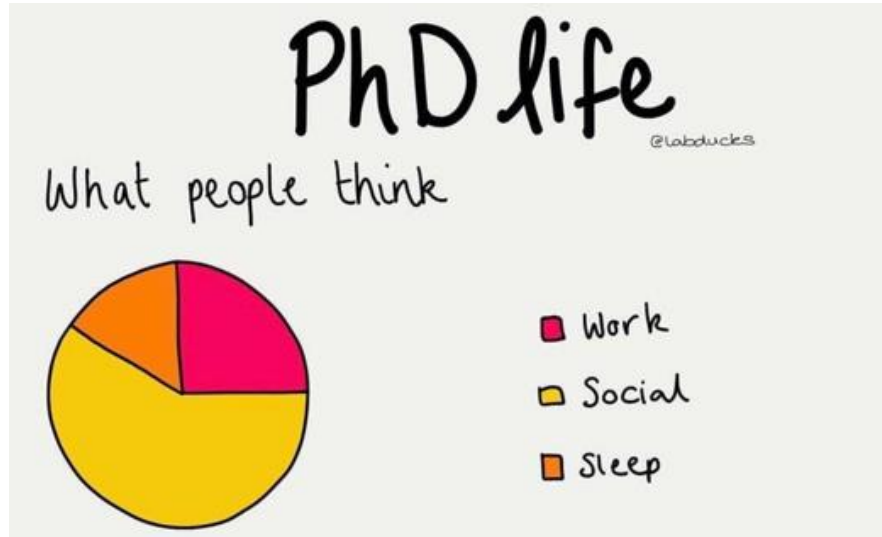
- Identify career goals
- Diverse career perspective
- Career direction & planning
- Professional ethics
- Non technical issues in a career path
- Important aspects in the industry space
- Use the network of the Mentor
- Resume/Cover letter review



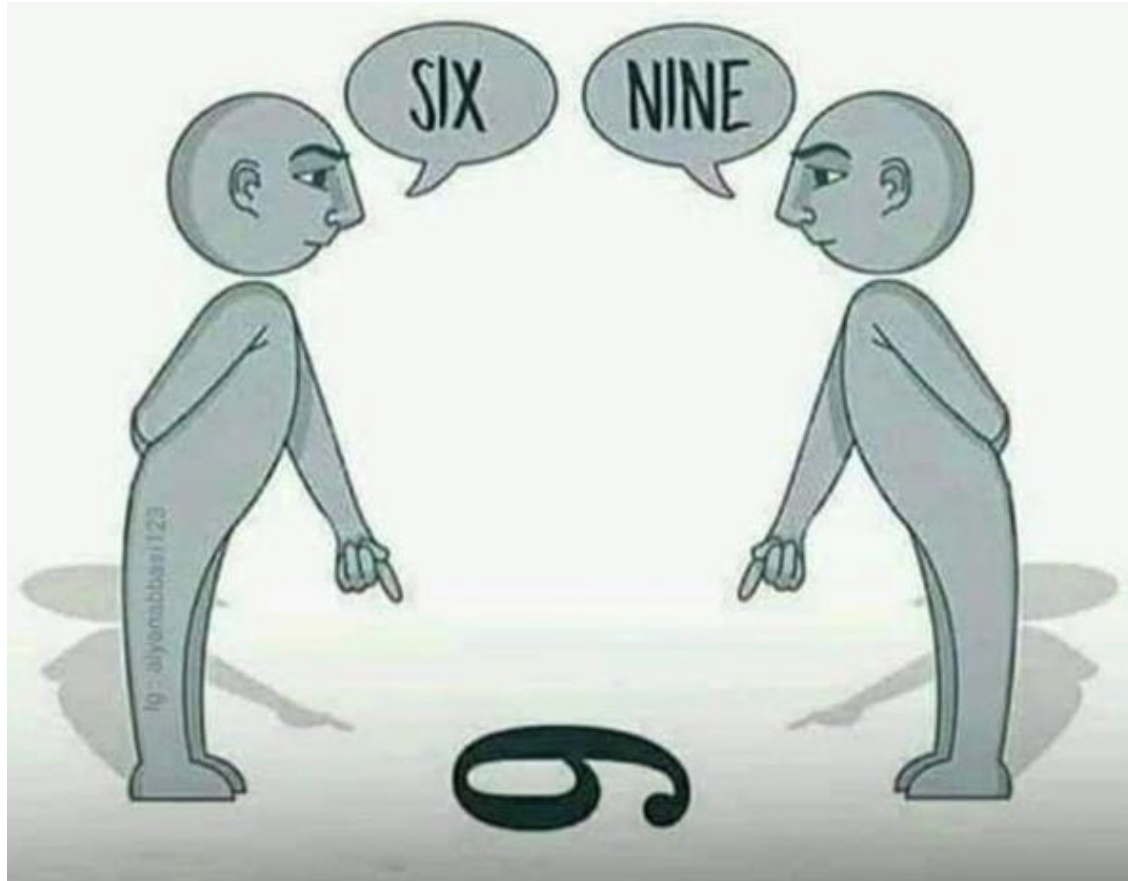
High level view



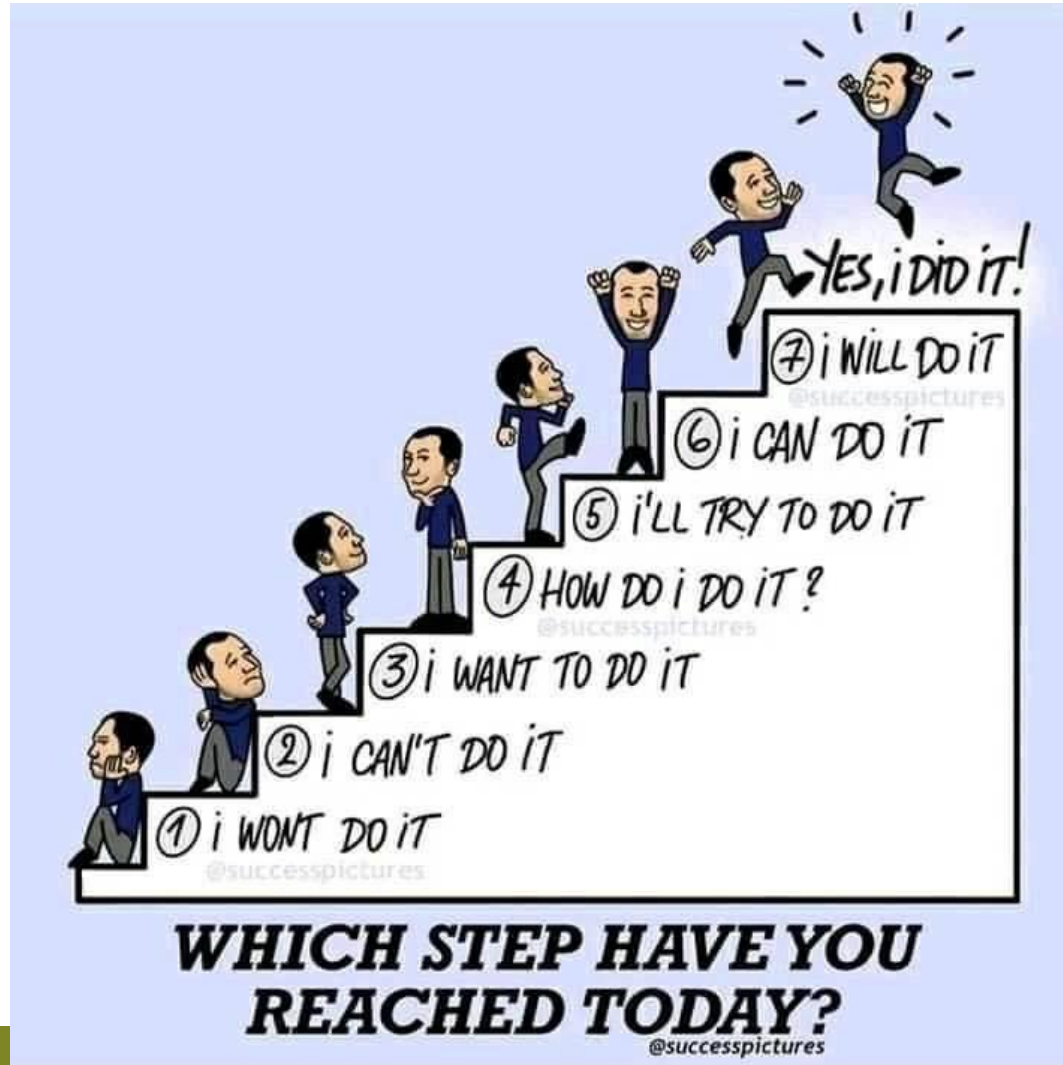
Mindset shift



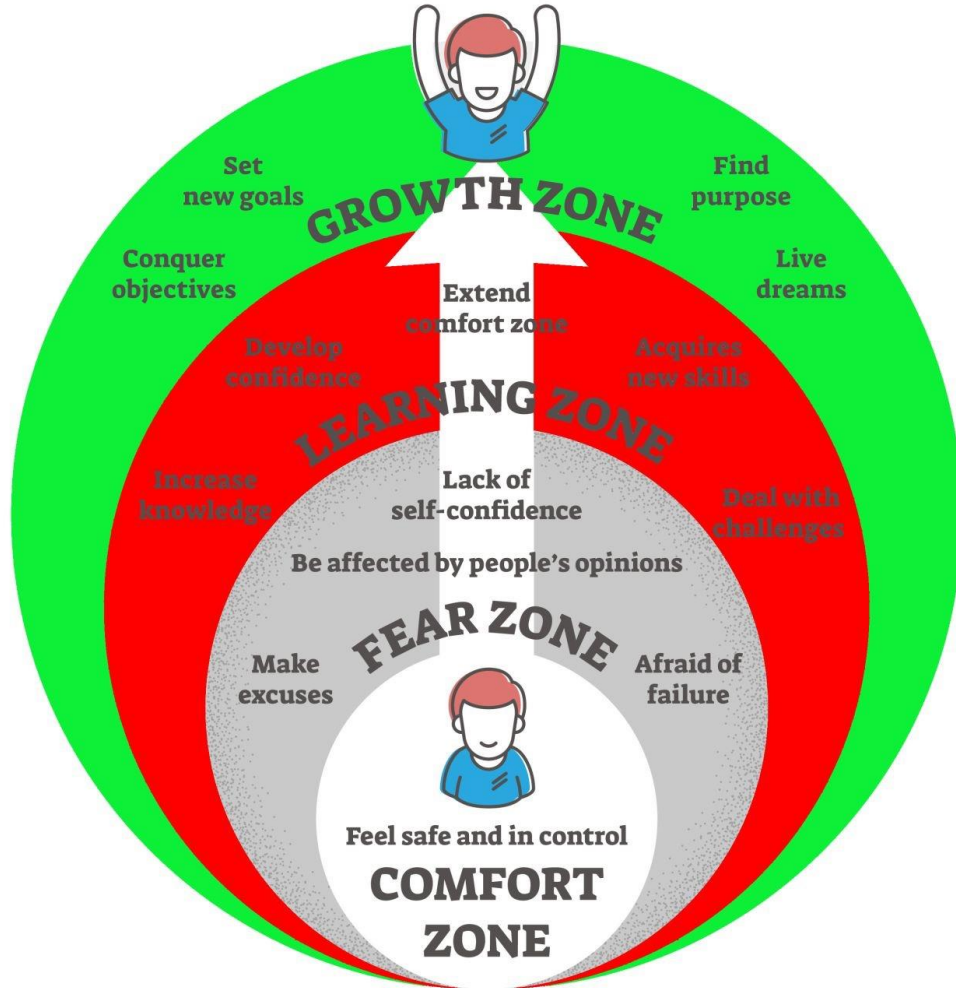
Perspectives



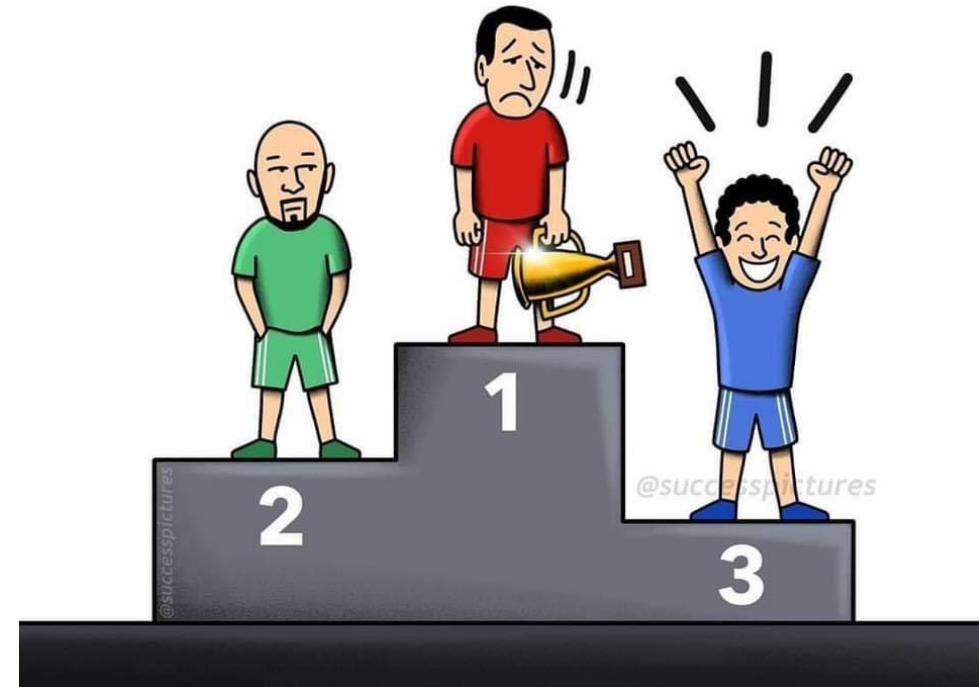
Confidence build up



Focussed growth



**HAPPINESS IS A STATE OF MIND.
IT'S JUST ACCORDING TO THE
WAY YOU LOOK AT THINGS.**
@successpictures



Effective use of resources

SIGNS YOU **NEED A BREAK**

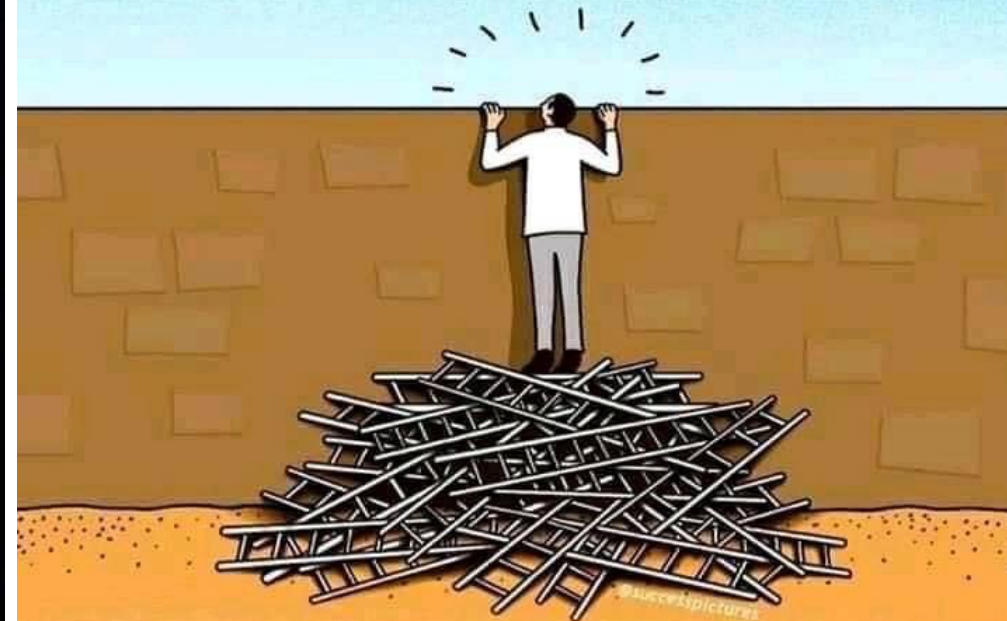
- **LOOSING** INTERESTING IN THINGS YOU'RE USUALLY PASSIONATE ABOUT AND BRING YOU JOY.
- **SHORT TEMPER** AND EASY TO PROVOKE
- TAKING EVERYTHING **PERSONALLY**
- CONSTANT **OVERTHINKING**
- **EMOTIONALLY** OVERWHELMED
- **ALWAYS** EXHAUSTED/TIRED



TAKE CARE FRIENDS. TAKE A BREAK.

IT DOESN'T MATTER HOW MANY
RESOURCES YOU HAVE.

@successpictures



IF YOU DON'T KNOW HOW TO USE
THEM, IT WILL NEVER BE ENOUGH.

Simple tricks

<p>I TOOK A WHILE BUT YOU CAN DEAL</p> <p>✗ SORRY FOR THE DELAY</p> <p>✓ THANKS FOR YOUR PATIENCE</p>	<p>MY SCHEDULE MATTERS TOO</p> <p>✗ WHAT WORKS BEST FOR YOU?</p> <p>✓ COULD YOU DO ___:___?</p>	<p>YEAH, YOU'RE WELCOME</p> <p>✗ NO PROBLEM / NO WORRIES!</p> <p>✓ ALWAYS HAPPY TO HELP!</p>
<p>I KNOW WHAT I'M DOING</p> <p>✗ I THINK MAYBE WE SHOULD ___</p> <p>✓ IT'D BE BEST IF WE _____</p>	<p>WORDING THIS IS HARD</p> <p>✗ *REWRITING E-MAIL FOR 40 MINUTES*</p> <p>✓ IT'D BE EASIER TO DISCUSS IN PERSON</p>	<p>DO YOU GET IT?</p> <p>✗ HOPEFULLY THAT MAKES SENSE?</p> <p>✓ LET ME KNOW IF YOU HAVE QUESTIONS</p>
<p>WHERE THE HECK ARE WE ON THIS?</p> <p>✗ JUST WANTED TO CHECK IN</p> <p>✓ WHEN CAN I EXPECT AN UPDATE?</p>	<p>I MADE A SMALL ERROR</p> <p>✗ AHH SORRY! MY BAD. TOTALLY MISSED THAT.</p> <p>✓ NICE CATCH! UPDATED FILE ATTACHED. THANKS FOR LETTING ME KNOW!</p>	<p>I HAVE AN APPOINTMENT</p> <p>✗ COULD I POSSIBLY LEAVE EARLY?</p> <p>✓ I WILL NEED TO LEAVE FOR _____ AT ___:___.</p>

Personal branding

Social Selling Index (SSI) - LinkedIn

Contact sales: 1-844-587-5732 | Sign in

LinkedIn Sales Solutions | Products | Compare Plans | Resources | Partners | Contact sales

Measure your sales success with Social Selling Index
Sales Navigator can boost your Social Selling Index by 20%

Start your free trial | Get your score free

Your Social Selling Index

Top Industry SSI rank: 1%

Top Network SSI rank: 6%

Current Social Selling Index

68 out of 100

Four components of your score

- 21 | Establish your professional brand
- 15.48 | Find the right people
- 16 | Engage with insights
- 15.1 | Build relationships



Things learned from mentorship program

- ❑ First mentorship program I attended changed my mindset
 - ❑ On networking
 - ❑ See networking positively
 - ❑ The power of networking and referral
 - ❑ 80% of the job is not advertised
 - ❑ Internal candidates and referrals come first

Hiring manager's

goal: shortlist 3 candidates for interview

2 hours

60+ resumes

Select 3 resumes

2 hours

60+ resumes

1 referral from a trustworthy colleague

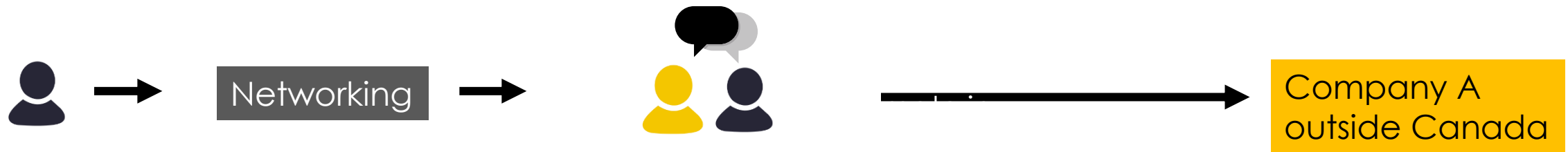
Select 2 resumes + **1 referral**

Your chance of getting the interview may increase from 1/60 to almost 100%



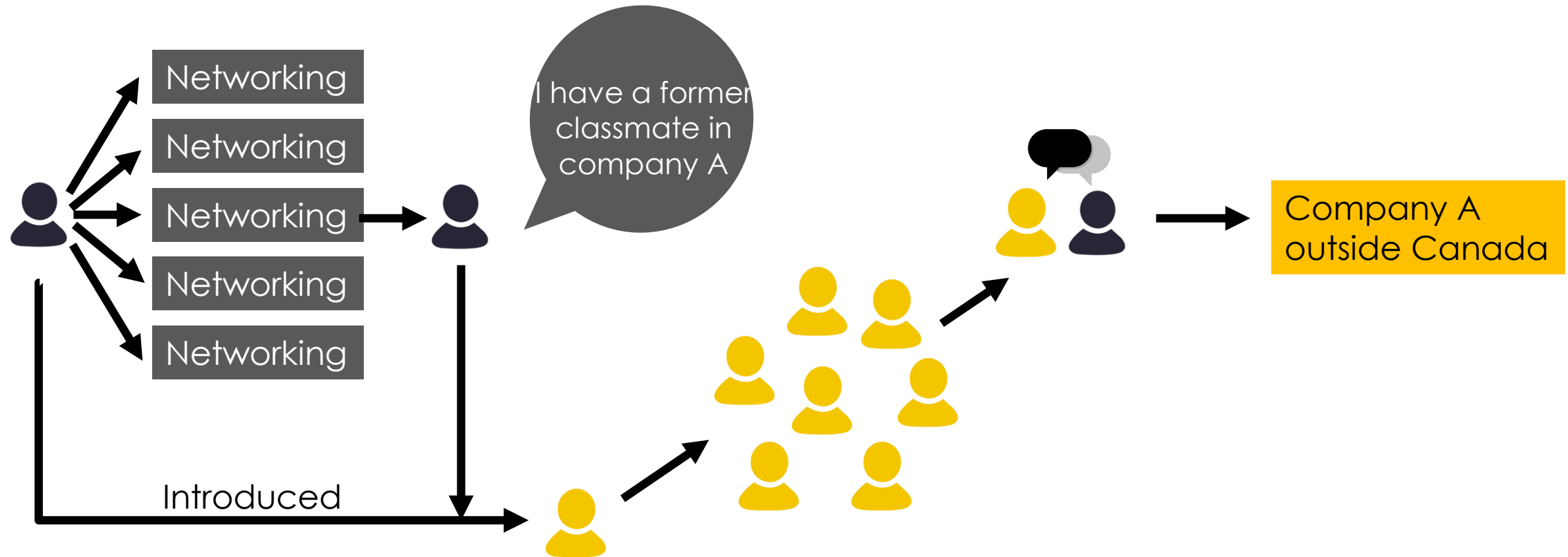
Things learned from mentorship program

- ❑ The science of luck
 - ❑ Chat with someone when doing laundry and get a job
 - ❑ Meet someone at the bar and get a job
 - ❑ I know someone who works in Company A and I got my first job there.



Things learned from mentorship program

- The science of luck



Things learned from mentorship program

- ❑ Inspiration and confidence

- ❑ More robust and confident. Rejection or no response aren't the end of the world

Mentor: “1992's economy is as bad as 2014. I got Over 200 rejection letters to get my first job.”

- ❑ Not necessarily means we are not good, but there are many reasons for no response.



Things learned from mentorship program

- ❑ Inspiration and confidence
 - ❑ Skills are learnable. If they can do it, I can do it.
 - ❑ Mentor: “I am probably the shiest person in this room”

Strategy of training an introvert to a social and public speaker

- ☑ Go to a party, arrive at door, then leave
- ☑ Go to a party, walk in, walk around, then leave
- ☑ Go to a party, talk to one person
-
-



Things learned from mentorship program

- ❑ Know perspectives outside academia
 - ❑ E.g., resume critique: academia vs. non-academia
- ❑ CEO-level mentors are not intimidating
 - ❑ VP usually introduce VP to you



How to find a Mentor

- Who can be my mentor?
 - Define a role model
 - Mentor-mentee chemistry matters
 - Have diversities (senior and junior, different sectors)
- Volunteering in the professional organizations
- LinkedIn
- Webinars
- Focussed Mentorship programs
- Mentor in the virtual space (benefit of COVID-19)



Do & Don't

Do

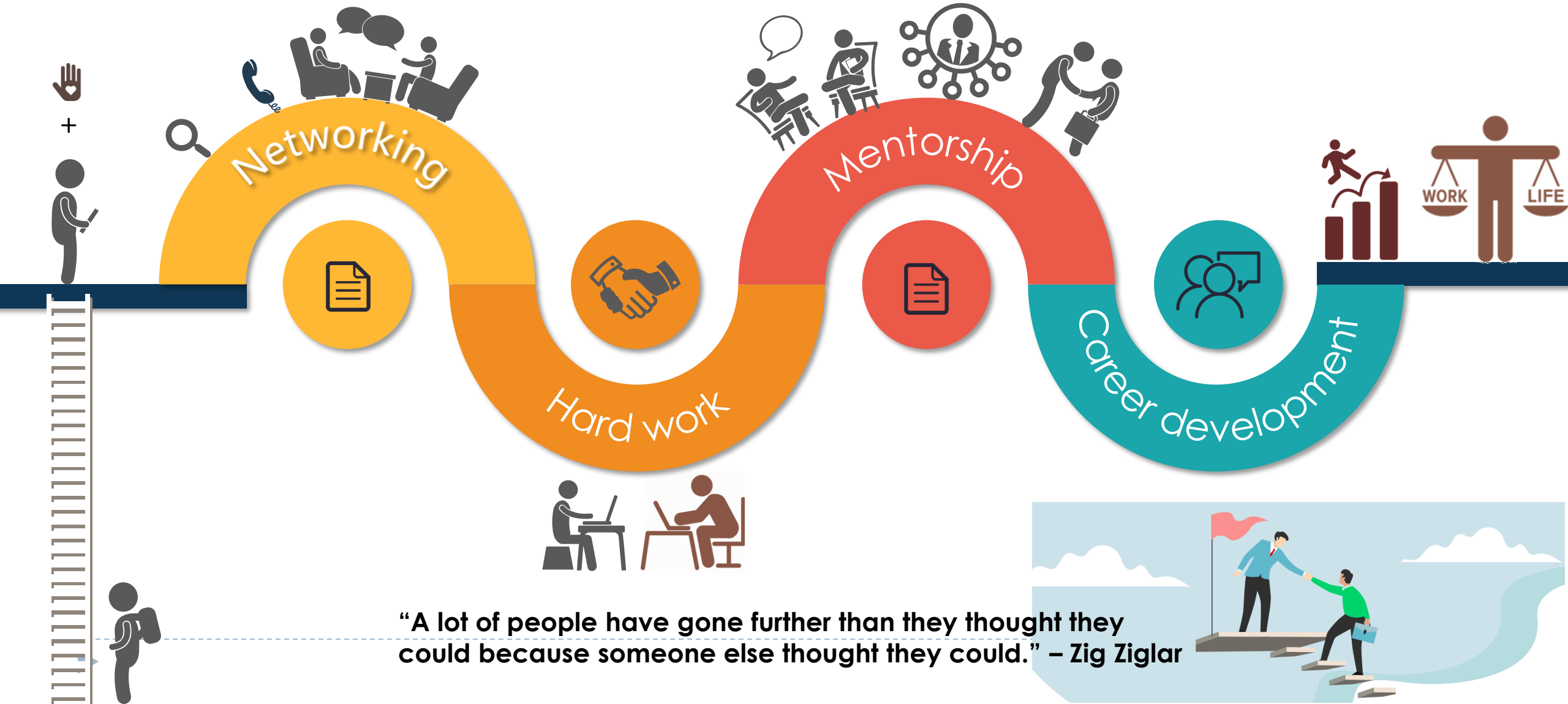
- Start early
- Be proactive
- Open to opportunities
- Be prepared and do our homework
- Build up genuine and long-term relationship
- Give and take: what we can offer to our mentors?

Don't

- Not necessarily ask “Can you be my mentor?”
- Don't directly ask for favor when you just know each other
- Don't disappear after you get what you want



It's a long and winding road



"A lot of people have gone further than they thought they could because someone else thought they could." – Zig Ziglar

Positive Mindset: Key to your success

5 Things to Give Yourself Today and Every Day

- Give yourself a break when you need one.
- Give yourself grace if you make a mistake.
- Give yourself credit for your accomplishments.
- Give yourself permission to ask for help when you need it.
- Give yourself the same compassion you would give to others.



Recommended readings

CAREER DEVELOPMENT

Mentoring Today for Tomorrow

Mentoring represents the most powerful means to address the "crew change" and facilitate the transfer of knowledge from seniors to the young. Young professionals speak out on the subject.

August 28, 2006
The Way Ahead


Home

Career Advice

PhD students can benefit from non-academic mentors' outside perspectives

Non-academic mentors, especially those familiar with the culture of academia, can offer empathy, validation and healthy perspectives.

BY DERRICK E. RANCOURT | OCT 02 2020

Post a comment |   

A mentor is a professional who acclimates a protégé into a profession. In the *Bottegas of Renaissance Florence*, upstart Leonardo Da Vinci pulverized Tuscan stone and collected eggs to make tempera for mentor *Andrea del Verrocchio*, who might allow Da Vinci to assist Michelangelo with his paintings.

Although this model was adopted by the research laboratories of the Enlightenment through to postmodernism, it is now faltering.

With less than 20 percent of PhD students being able to transition into academia, the PhD is no longer a foremost career entree into the professoriate. Most PhD students no longer work alongside people whose career paths they will follow. In light of this, universities must do more to support non-academic mentorships for PhD students.

Career Planning

What Mentors Wish Their Mentees Knew

by Vineet Chopra and Sanjay Saint

November 07, 2017



What's Next?

Challenges and gaps

- Mentorship programs
 - Extremely limited program that focuses the international graduate students
 - Very few systematic programs that focus both personal & professional development
 - Almost no formal program that challenges you
- One-on-one mentorship
 - Hard to find mentors
 - Hard to keep contact for a long time
 - A community of like minded people



Thank You 😊

What we are working on

- A focused mentorship program that:
 - **Allows** you to choose Mentors of your interest
 - **Offers** diverse career sessions & panel chats (hear perspectives from academia, industry, and government)
 - **Prepares** you to be a champion in personal branding
 - **Leverages** your networking skills
 - **Challenges** you to be a Avatar
 - **Builds** a community for US!

