IHPCSS Mentoring

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Welcome!

- Welcome to the International HPC Summer School mentoring program
- Mentoring pack from email also available on wiki
- Hopefully you have met your mentoring group
Outline

• What is mentoring?
• How to get the most out of it
• Mentoring schedule
• Impostor syndrome
• Final advice
What is Mentoring?

• Partnership between two people
• Mentor gives guidance, support, advice
• Mentee receives help with
  – Career progression
  – Work-related issues of all kinds
  – Difficult situations
• Based on mutual trust and respect
• Mentor should ask questions and challenge, but be encouraging
Mentoring Myths

• Your mentor knows all the answers
• You must do what your mentor says
• You must be in the same science field as your mentor
• Your mentor can’t offer advice because they didn’t have your exact problem
• Your peers can’t mentor you
Mentoring Schedule

• Monday lunch
  – Mentor groups eat together
  – Decide who in your group had the best 2 truths and a lie in your group (this will mean revealing your lie if you haven’t already)
  – Pair up with another team you don’t know
  – Present your 2 truths and a lie and see if you can stump them. Try to guess theirs!
Mentoring schedule, cont.

• **Wednesday morning, 11:30-12:30 pm**
  – Either 3 15-minute or 4 12-minute one-on-one mentoring sessions from 11:30-12:30
  – Please talk with your mentor and figure out which slot to meet with them
  – During the remaining time, you will peer mentor

• **Thursday morning, 11:40-12:30**
  – “Group mentoring”
  – Mentors will announce topics for discussion
  – You are encouraged to talk to someone new!
Getting the most out of the week

• Please respect everyone’s confidentiality
• Remember we have many different cultures and personalities here – please be understanding
• The pairing is our best guess based on the survey results
  – If your mentor pairing is not working for you, please let me, Lorna, or Lizanne know.
Impostor Syndrome

• If you feel like you’re unqualified and you don’t belong here, you’re not alone
• Impostor syndrome is a common feeling, especially among academics, that you are a fraud and are just waiting for someone to find out
• You may tend to dismiss your successes as due to luck, timing, not a real success, or due to deceiving others
Combatting Impostor Syndrome

• If this sounds like you, know that it’s about 40% of you here
  – 70% at some point in time

• If you see this in others, help support them
  – Remind them that it’s common
  – Feeling like a fraud does not make you a fraud
  – What would they say to someone else with their track record?

• Talk to your mentor about it
Final Advice

• In past years, students have found mentoring extremely valuable

• Don’t be afraid to approach staff – that’s why they’re here!

• If you have any concerns, please feel free to contact me, Lorna, or Lizanne

• Remember that you have to commit to mentoring to get value out of it