

Appendix Session #2: Communication

Purpose: Identify and discuss the positive communication patterns: what makes a successful mentorship relationship.

Secondary Purpose: Understand how questioning can be used as a part of a successful leadership strategy.

Expected Outcome: Participants will explore different situations of mentor/mentee relationship and identify individually and together what makes a successful relationship.

Session time: 00:00-01:15 (1 hour and 15 minutes)

00:00-00:10	Review instructions, assign roles, give out cards for situation #1
00:10-00:40	Part 1 -- Role playing
00:40-01:00	Part 2 -- Discussion of how to ask questions / role of questions in mentoring
01:00-01:15	Part 3 -- Wrap up

Situations (to be printed on cards)

Situation 1: Work life balance

Instructions for mentee side

You walk into the common room at work. You are excited about new research results, and you plan to stay in the office late to keep working on it. You see a senior colleague and greet them casually "Hey, how's it going?"

After they reply, lead the conversation.

Instructions for mentor side

You're in the common room in your workplace. You are distressed. You have a deadline tomorrow but it's your partner's birthday and lately you haven't spent much quality time together. It's already 5pm, and you don't know whether you can afford the time to go out for dinner with your partner.

A junior colleague walks in and greets you, you respond in a tone that indicates your distress.

Situation 2: Bad referee experience

Instructions for mentor side

You are at a cafe`. You are enjoying your day and have no rush. A junior colleague approaches you with a question.

You try to be helpful.

Instructions for mentee side

You just got a paper rejected for the third time by who you think is the same referee. You see a senior colleague at the cafe`, they're enjoying the spring weather and are alone.

You take this opportunity to ask them for advice.

Situation 3: Power dynamics

Instructions for mentor side

You go get coffee at the coffee machine. You run into a junior colleague who outlines a problem they're having.

Ask them 3 questions before giving any suggestion.

Instructions for mentee side

Your senior coauthor has requested that you finalize a paper draft tonight because they're going on holiday afterwards. You have a grading deadline, too. You run into a senior colleague at the coffee machine.

You describe the situation to them.

Points to touch upon:

- Need to listen, find out needs, how they evolve -- weave in notes below about asking questions.
- It's also important that the mentee knows what they need
- Bring back to IDP when needed,
- Connect as whole human not just professional persona
- In particular, the mentor sometimes might also need advice/to just vent