

Tips for Finding Mentors/Coaches and Developing Effective Relationships

Created by David Kern, MD and Janet Serwint MD with input from members of the Committee on Advising, Mentoring and Coaching, the Academy at Johns Hopkins. It is not an exhaustive resource, but intended as a practical guide for use by Johns Hopkins faculty and trainees.

Finding Mentors/Coaches

- Ask advice from leaders and colleagues whom you know (within and beyond JH), who have relevant experience, and/or whose judgment you trust.
- Know characteristics of effective mentors/coaches and choose your mentor/coach based on this knowledge. (<https://www.hopkinsmedicine.org/the-academy/resources.html#mentoring>)
- Identify people with interest/expertise in the area for which you seek guidance. Searching the following website can help: (<https://jhu.pure.elsevier.com/>) or go to Welch Library website and search databases for: JHU Experts Research Profiles.
- Search the Institute for Educational Excellence (IEE) LinkED website for individuals (faculty and retired faculty) at Johns Hopkins who want to mentor/coach in areas related to your need: <https://iee-linked.jhmi.edu/>).
- Know that individuals usually need more than one, often several mentors, to create one's own mentoring team.
- If you need additional help in finding mentors/coaches, consider contacting:
 - Academy at Johns Hopkins (retired faculty): Jennifer Van Beek, Program Coordinator (jvanbeek@jhmi.edu), Dave Kern, MD, Mentoring Committee Co-Chair (dkern1@jhmi.edu), or Janet Serwint, MD, Mentoring Committee Co-Chair (jserwint@jhmi.edu)
 - Office of Faculty Development (OFD): ofd@jhmi.edu
 - Institute for Educational Excellence (for educational mentors): https://www.hopkinsmedicine.org/institute_excellence_education/

Developing Effective Mentor-Mentee Relationships

- Understand the difference between mentors, advisors, and coaches (<https://www.hopkinsmedicine.org/the-academy/about-us/committees.html#mentoring>) and Coaching: Definition and Best Practices: <https://www.hopkinsmedicine.org/the-academy/resources.html#mentoring>) so you can clarify the role(s) you would like the individual whom you have identified to play.
- Discuss your needs, the potential mentor's/coach's availability and approach to mentoring/coaching to determine if there is a good match.
- Know characteristics of being an effective mentee/coachee and be one (<https://www.hopkinsmedicine.org/the-academy/resources.html#mentoring>) .

Additional Mentorship Resources are available from the Office of Faculty Development: *Mentoring Resources for JHU SOM Faculty*. On OneDrive: [Bit.ly/JHUSOMmentoring](https://bit.ly/JHUSOMmentoring); or through its website: https://www.hopkinsmedicine.org/fac_development/career-path/mentorship.html .