Mentoring the Millennial: Optimizing the Intergenerational Professional Relationship

Moderated Panel and Workshop for SAEM19
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What generations are we dealing with?

- **The Silent Generation**: Born 1928-1945 (73-90 years old)
- **Baby Boomers**: Born 1946-1964 (54-72 years old)
- **Generation X**: Born 1965-1980 (38-53 years old)
- **Millennials**: Born 1981-1996 (22-37 years old)
- **Post-Millennials**: Born 1997-Present (0-21 years old)

● Using tech is a learned skill
● Excellent Team Players
● Need clear, concise job descriptions
● Productive/hardworking
● Expect co-workers to be workaholics
● Self-sufficient
● Excellent attention spans
Technophiles

Engaged in social media

Learn through exploration

Crave frequent feedback

Anticipate rapid results & responses

Prioritize personal learning & development

The ultimate lifelong learners
#SAEM19MentorTheMillennial

## Roles & Responsibilities

<table>
<thead>
<tr>
<th>Mentee</th>
<th>Mentor</th>
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<tbody>
<tr>
<td>Establish the goal of the relationship</td>
<td>Model respect</td>
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<td><strong>Demonstrate commitment</strong></td>
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<td>Maintain confidentiality when appropriate</td>
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<td>Discuss the scope of the relationship</td>
<td>Identify shared goals</td>
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<td>Set frequency of meetings you need</td>
<td>Set high standards of performance</td>
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<td>Articulate preferences for communication</td>
<td>Articulate realistic expectations</td>
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<td>Seek and give feedback</td>
<td>Communicate clearly and effectively</td>
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<tr>
<td>Demonstrate respect and integrity</td>
<td>Commit to regular check-ins</td>
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Adapted from the AAMC Toolkit for Mentors
Breakout Discussions (12 min x 2)

Using technology for communication
Intergenerational biases
Professionalism, consideration and boundaries
Social Media: Facebook, IG, twitter
Work/life balance in the academic world
Virtual document sharing/collaborations
Best Practices & Summary

- Technology & Communication
- Intergenerational Bias
- Professionalism & Boundaries
- Social Media and Mentorship
- Work/Life Balance in Academia
- Virtual Solutions for Collaboration
Technology & Communication

- Use the modality you are most comfortable with
- Apply technology to foster the mentor/mentee relationship
Intergenerational Bias

- Your differences are the key to your strength
- Use reverse-mentoring
- Define your open door policy
Professionalism and Boundaries

- Respect each other’s time
- Consider a relaxed, yet professional dress code
- Communicate expectations from both perspectives
- Provide bidirectional assessment & feedback
Social Media

- Engage in mentoring relationship not bound by geography
- Use social media ethically and professionally
Work-Life Balance in Academia

- Life is complex with multiple responsibilities and balanced needs
- Use group mentorship (shared experiences)
- Consider adding residency tracks for focused mentorship
Virtual Solutions and Collaboration

- Online document sharing fosters:
  - Sharing information
  - Feedback delivery
  - Maintenance of momentum on scholarly work
Questions?