

Mentoring Resources

<http://massawis.org/mentoring-circles/>

Gender Gap and Bias in Science

- Inequality quantified: Mind the gender gap (*Nature*, 2013)
- For she's a jolly good fellow (*NatureJobs*, 2013)
- Science Faculty's subtle gender biases favor male students (*PNAS*, 2012)
- Women in STEM: A Gender Gap to Innovation (USDC, 2011)

Work/Life Balance

- From the frontline: 30 something science (*Nature*, 2013)
- How to Survive and Thrive in the Mother-Mentor Marathon (*Molecular Cell*, 2010)
- Eleven Reasons to Love Being a Working Mom (*Working Mother Magazine*, 2007)

The Leaky Pipeline

- Fixing the Leaky Pipeline, by Phoebe Leboy (*The Scientist*, 2008)
- Should I Stay or Should I Go?, by Kendall Powell (*Nature*, 2006)

Women in Industry

- Women in biotechnology: Barred from the boardroom (*Nature*, 2013)
- Tooling Up: Breaking Free of Academia (A Test and a Quiz) (*Science Careers*, 2008)
- The Gender Gap: Women find easier route to success at firms (The Boston Globe, 2007)

The Mentoring Experience

- National Postdoc Association (<http://www.nationalpostdoc.org/publications/mentoring-plans/360-proactive-in-mentoring>)

Books of Interest

- Lean In, by Sheryl Sandberg
- Every Other Thursday: Stories and Strategies from Successful Women Scientists Paperback, by Ellen Daniell
- The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change, by Stephen R. Covey
- The Power of Habit: Why We Do What We Do in Life and Business, by Charles Duhigg
- Thinking, Fast and Slow, by Daniel Kahneman
- Quiet: The Power of Introverts in a World That Can't Stop Talking, by Susan Cain
- Nice Girls Don't Get the Corner Office: Unconscious Mistakes Women Make That Sabotage Their Careers (A NICE GIRLS Book), by Lois P. Frankel
- Difficult Conversations: How to Discuss What Matters Most, by Douglas Stone, Bruce Patton, Sheila Heen, Roger Fisher
- Getting to Yes: Negotiating Agreement Without Giving In, Roger Fisher, William L. Ury, Bruce Patton

Join to be a mentor or mentee!

For more information, visit us at

<http://massawis.org/mentoring-circles/>



MASS AWIS Mentoring Circles Program



Massachusetts Chapter
(www.massawis.org)

What is a MASS AWIS Mentoring Circle?



The MASS AWIS mentoring circle program was established in 2008 and is one of our most popular programs.

A mentoring circle is a group of 3-5 professional women including 1-2 mentors that meet once per month with a kickoff event in September and an end of the year event in May. The group's primary purpose is to help mentees accomplish two tasks:

1. Set important career and personal development goals.
2. Build competence and character to reach those goals.

Our mentors are an experienced group of women (and men) working in either academia or industry. Both mentors and mentees are matched to a circle depending on their interests and goals.

Benefits

The MASS AWIS Mentoring Circles have been designed to:

- Provide an opportunity for members to meet in open, candid and interactive forums to share and benefit from common interests and needs.
- Help members develop a network of business contacts and resources.
- Encourage learning and the exchange of information and ideas between peers and senior to executive level individuals.
- Foster growth and self-development.

The multiple mentoring relationships in the circle include those between the mentor and the mentees as well as the peer mentoring relationships among the mentees themselves.

The group exchanges experiences, challenges, and opportunities for the purpose of enhancing self-confidence, communication skills, leadership practices, and commitment to one's career.

What the mentees are saying?

"The diversity of fields brought to a circle - fascinating & so valuable to share similarities in experiences. Made it a very neutral place to raise issues and ask questions."

"I got a lot of information and advice for both professional and personal development."

Success Factors

Commitment to Attendance: Members must make a strong commitment to attend every session. Continuity is important. An individual's inability to attend a meeting affects everyone in the circle.

Confidentiality: What is said at a meeting is considered confidential and must stay "within the circle." Everyone in the circle must enter with a willingness to share honestly and openly. They must be able to trust everyone in the circle.

Rapport within the Circle: The success of the circle is highly dependent on the openness, honesty, and sharing of all members. Choose non-threatening topics in the beginning that are personal and insightful to the members and not work-related. Appreciate the mix of personalities and talents in the group. Individuals may not necessarily like one another, but should understand that there is something to be gained from everyone.