This is a Test:
Adapting NRMN's Maintaining Effective Communication Module to the RD Profession
A special shout out to members of the NORDP Mentoring Committee and to all the NORDP mentees and mentors.
NORDP and Mentoring

- Mentoring Program began in 2011, matching mentees and mentors with similar interests
- At any given time 10% of NORDP members are involved in the annual Mentoring Program
Mentoring
- Linked to research productivity, research self-efficacy and career satisfaction

Mentor training
- Evidence-based model of mentoring
- Analysis and discussion enables intentional process

National Research Mentoring Network

#NORDPMentoringMatters #PayItForward #ICARE
Research Mentor Training

NRMN Participants Across the Country
as of December 2018

Zip Code Key
- Red: Mentees
- Green: Mentors

Geographic representation of participants registered for NRMNet in the U.S. and U.S. territories, based on collected zip codes.

Over 12,000 registered on NRMNet!

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Mentor Training for RD Profession

Adapt 9 competencies in NRMN curriculum for RD mentors

1. Maintaining effective communication
2. Aligning expectations
3. Promoting professional development
4. Addressing equity and inclusion
5. Assessing understanding
6. Fostering independence
7. Cultivating ethical behavior
8. Enhancing work/life integration
9. Articulating your mentoring philosophy and plan

• Mentor training includes case studies and other activities
• Add mentor training to NORDP mentoring tools
• Align with NRMN
• Enhance the research enterprise
Introduction to Mentor Training
Learning Objectives

Mentors will:

• Learn about other mentors in the group and begin to build a learning community

• Reflect on group dynamics and ways to make the group functional

• Establish ground rules for participation
Activity 1: Learn about other members in the group (5min)

- Pass the M&Ms around your table

- Introduce yourself briefly and share something in your background that starts with the letter m (other than mentor or mentee)
Activity 2: Build Constructive Group Dynamics
(10 min)

• Choose one constructive and one destructive behavior from the handout that best fits you

• Write each behavior on the back of your table tent

• Share your choices with your group

• Brainstorm ways to address behaviors if they arise
Activity 3: Establish ground rules for participation
(5 min)

Participants engage in discussion to establish ground rules that address:

- Confidentiality
- Destructive group behaviors
- Participant roles and responsibilities
- Facilitator roles and responsibilities
Maintaining Effective Communication
Learning Objectives

Mentors will have knowledge and skills to:

• Provide constructive feedback
• Communicate effectively across diverse dimensions including various backgrounds, disciplines, generations, ethnicities, positions of power, etc.
• Identify different communication styles
• Engage in active listening
• Use multiple strategies for improving communication (in person, at a distance, across multiple mentors, and within proper personal boundaries)
Activity 1: Plausible Deniability: Case Study
(25 min)

• Read the case study
• Discuss the case study with group members
• Record ideas
• Summarize ideas and continue discussion in large group
Activity 2: Active Listening
(15 min)

Select
1 Sharer
1 Listener
1 Observer

Part 1
1 Minute
Nonverbal Response

Part 2
2 Minutes
Clarifying Questions

Part 3
2 Minutes
Summarize

Discuss observations and experiences of sharing and listening.

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Let’s take a 10 minute break!
Activity 3: Communicate Constructively: Case Study

(25 min)

- Read the case study
- Discuss the case study with group members
- Record ideas
- Summarize ideas and continue discussion in large group
Activity 4: Barriers to Good Communication

(15 min)

- Brainstorm a list of barriers to good communication between a mentor and mentee
- Select two or three barriers and discuss practical ways to overcome them
Reflection
Reflection:

• From today’s discussions and activities, identify two areas for personal improvement that could benefit your mentoring.
• For additional resources or ideas, review the interpersonal communications handout in your participant packet.

Wrap up:

• Final discussion of feedback for NRMN team.
Feedback
Plausible Deniability Case Study

• What worked?

• Please change:
Wrap up Feedback Questions

Communicate Constructively Case Study

• What worked?

• Please change:
Active Listening Activity

• What worked?

• Please change:
Wrap up Feedback Questions

Barriers to Good Communication Activity

• What worked?

• Please change:
1. What part of the workshop was most useful to your work?

2. What really struck you as interesting, new, provocative, or meaningful during this workshop?

3. What is one change that you can make in your practice or one idea that you will put into practice as a result of this workshop?
Next Steps

Evaluation:

• The CIMER Assessment Platform is used for data collection

• Expect an email from cimerassessment@wcer.wisc.edu

• Participants will need to create a CIMER profile using the username and password provided in the email

• Survey will take approx 5-10 minutes to complete

Distribution:

• Receive copy of complete facilitator guide as reference material

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Questions?

mentorprogram@nordp.org


National Research Mentor Network nrmnet.net
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