

Peer Mentor Groups for Scientists:

Suggested Topics and Resources

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TABLE OF CONTENTS

Page	Topic
3	Mentoring and Career Online Resources
4	Mentoring Resources and Tips
5	Leadership Tools
6	Leadership and Diversity
7	Refine Your Communication Skills
8	Perfecting Your Personal Brand
9	Career Development
11	Development Tools for Women



MENTORING AND CAREER ONLINE RESOURCES

General Resources

- www.CoachforGrowth.com
- **Center for Creative Leadership** www.ccl.org
- **Harvard Business Review** articles (may require fee) <http://hbr.org/>
- **The Mentoring Group:** www.mentoringgroup.com
- **Center for Coaching and Mentoring** www.coachingandmentoring.com
- **Stanford Executive Briefings DVD Programs** (consider watching one with your group as a trigger for discussion) www.executivebriefings.com
- **The Keirsey Temperament Sorter** www.advisorteam.com/user/ktsintro.asp
- **Thomas Kilmann Tool** to assess primary conflict resolution mode (misc. websites)
- **Myers-Briggs personality type assessments:** www.humanmetrics.com
- www.Mindtools.com
- **Soundview Executive Book Summaries:** <http://www.summary.com/>
 - No time to read the whole book—Let Soundview distill it into an article for your group to share and discuss

Scientists' Blogs

- blog.addgene.org
- bitesizebio.com
- scienceonline.com
- nature.com/naturejobs
- <http://www.benchfly.com/blog/career-development-resources/>
- thesiswhisperer.com
- tenureshewrote.wordpress.com
- **Study Hacks:** <http://calnewport.com/blog/>
- blogs.scientificamerican.com
- **50 popular science blogs:**
http://www.nature.com/news/2006/060703/multimedia/50_science_blogs.html

MENTORING RESOURCES AND TIPS

Mentoring and/or Sponsorship

- *Every Other Thursday: Stories and Strategies from Successful Women Scientists*, by Ellen Daniell
- *The Career Compass: Mentoring to Point You Toward Maximum Professional Growth*, by Hayley Norman
- *The Go-Giver*, by Bob Burg
- *Be Your Own Mentor: Strategies from Successful Women on the Secrets of Success*, by Sheila Wellington
- [Sponsors: A Key to Ongoing Career Advancement at the Senior Level](#), by Jo Miller, CEO of Women's Leadership Coaching Inc.

Mentoring: Choosing a Good Mentor for Scientists

- **Addgene Blog:** [Choosing a Good Mentor for Scientists](#), by Joanne Kamens (one of a series)
- [How to Pick a Graduate Advisor](#), by Ben A. Barres
- [Choosing a Lab and Applying Successfully](#), compiled by Maya Schuldiner
- [Choosing The Right Research Adviser](#), by Richard M. Reis
- [How To Choose a Good Scientific Problem](#), by Uri Alon
- [What I Wish I Knew Before I Entered Grad School](#), by Girija Goyal
- [How to Get the Mentoring You Want: A Guide for Graduate Students](#), University of Michigan
- [Professor/Grad Relationships: Maximizing the Mentoring Potential](#)

LEADERSHIP TOOLS

Leadership – What Does Authentic Leadership Look Like?

- *What Got You Here Won't Get You There: How Successful People Become Even More Successful*, by Marshall Goldsmith, with Mark Reiter
- *HBR's 10 Must Reads: On Leadership* (Articles on Leadership from the Harvard Business Review, can be purchased at HBR individually-table of contents)
 - What Makes a Leader (*this is a classic, must-read*)
 - What Leaders Really Do
 - The Work of Leadership
 - Why Should Anyone Be Led by You?
 - Crucibles of Leadership
 - Level 5 Leadership: The Triumph of Humility and Fierce Resolve
 - Seven Transformations of Leadership
 - Discovering Your Authentic Leadership
 - In Praise of the Incomplete Leader
- *Seven Habits of Highly Effective People*, by Stephen Covey
- *5 Steps to Professional Presence*, by Susan Bixler and Lisa Scherrer Dugan
- Recommended--*Women and the Labyrinth of Leadership*, by Alice Eagly and Linda Carli Harvard Business Review (HBR) reprint #R0709C

Situational Leadership / Role Playing

- [How Good Are Your Leadership Skills?](#) [Mindtools.com](#) Quiz Activity
- [Role play ideas, some about leadership:](#)
- *Coaching for Leadership: [The Practice of Leadership Coaching from the World's Greatest Coaches, 2ed](#)*, Center for Creative Leadership
- [The differences between managers and leaders](#) by Ilya Pozin
- [Top 5 Leadership Blind Spots](#), by Alan Sockwell and Brad Westveld

LEADERSHIP AND DIVERSITY

General Resources

- [Fire, Snowball, Mask, Movie: How Leaders Spark and Sustain Change](#), by Peter Fuda and Richard Badham (*online version has interesting video content to watch with your group*)
- [Leadership Insights for Engineers, Scientists and Computer Professionals as Leaders](#), by K Graham
- [Why Women Should Lead Boldly](#)
- [Women in Power: Yes, They are Different From Men](#), by Mark Koba
- Women and the Labyrinth of Leadership, by Alice Eagly and Linda Carli, Harvard Business Review reprint #R0709C
- [Changing Companies' Minds About Women](#), by Joanna Barsh and Lareina Yee
- Women's underrepresentation in upper management: New insights on a persistent problem, by Jenny M. Hoobler, Grace Lemmon, Sandy J. Wayne *Organizational Dynamics (2011) 40, 151—156*

REFINE YOUR COMMUNICATION SKILLS

Group Dynamics and Engaged Listening – A Key to Good Communication and Conversations

- *The Lost Art of Listening, Second Edition: How Learning to Listen Can Improve Relationships* by Michael P. Nichols PhD
- [Improving group dynamics](#)
- [Listening Skills](#)
- [Interpersonal Communication Skills – 5 TIPS](#)
- **SHORT VIDEO:** [Coaching Skills-Engaged Listening](#)
- [The Hard Science of Teamwork](#)
- *The Wisdom of Teams: Creating the High-Performance Organization*, by Jon Katzenbach and Douglas Smith

Negotiation Skills

- **Book suggestion:** (a classic) *Ask for It* by Babcock and Laschever
- *A Woman's Guide to Successful Negotiating: How to convince, Collaborate & Create Your Own Way to Agreement*, by Lee E. Miller & Jessica Miller
- *Women Don't Ask: Negotiation and the Gender Divide*, by Linda Babcock and Sara Laschever
- *No: The Only Negotiating System You Need for Work and Home*, by Jim Camp

How to Have Difficult Conversations

- **Activity:** What is your conflict management style? Take the Thomas Kilmann conflict style quiz and discuss. Free version and more about interpreting this test are available online. Here is one link that might work: <http://www.bluffton.edu/courses/bcomp/301sup/thomas.htm>
- *Talking from 9 to 5: Women and Men at Work* by Deborah Tannen EXCELLENT
- *Crucial Conversations*, by Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler
- *Difficult Conversations: How to Discuss What Matters Most*, by Stone, Patton and Heen
- **Activity:** Role playing-preparing for difficult conversations

PERFECTING YOUR PERSONAL BRAND

Personal Branding

- **Classic article at Harvard Business Review** “What’s Your Story?” by H. Ibarra and K. Lineback
- **Book:** *What Got You Here Won’t Get You There*, by Marshall Goldsmith
- **Exercises to explore personal branding**
 - <http://www.coba.unr.edu/faculty/jstrauss/personal.htm>
 - **Recommended for groups:** <http://www.delni.gov.uk/personal-branding-exercise.pdf>
- [Tips for Managing Your Personal Brand at Work](#)
- [How Credible are You?](#)
- [Caregiver or Hero—Which One Are You? The Archetypal Roles of Women in Science and Academia](#)
- [Check the Drama at the Door](#)
- [What Makes You Unique](#)
- [You, The Brand](#)

Visibility

- [5 ways to beat the self-promotion paradox](#), by Jacey Fortin
- *How to Toot Your Own Horn Without Blowing It*, by Peggy Klaus
- *How to Say it for Women: Communicating with Confidence and Power Using the Language of Success*, by Phyllis Mindell

Building Confidence to Meet Competencies

- **Great Discussion Starter:** ["The trouble with bright girls"](#)
- ["Make yourself an Expert"](#)
- [No more Ms Perfect](#)
- [How I Cured my Imposter Syndrome](#)
- **TED Talk:** [Your Body Language Shapes Who You Are](#) – by Amy Cuddy

CAREER DEVELOPMENT

Lattice vs. Ladder Career Paths

- [Up the Ladder, How Dated How linear](#)
- [CAREER PATHS: Mapping, Ladders and Lattices](#)
- [Mass Career Customization Building the Corporate Lattice](#)

Transitioning to Industry/Soft Skill Development – What are Soft Skills?

- *The Hard Truth about Soft Skills*, by Peggy Klaus
- Vitae Research development framework for careers outside academia
http://www.vitae.ac.uk/CMS/files/upload/Vitae-Employability-Lens_May12.pdf
- From academic solos to industrial symphonies (Nature Biotech article) Gwen Acton, Alicia Gómez-Yafal & Emily Walsh
- There and Back Again (Nature Bioentrepreneur article) John Boyle
- A PhD Is Not Enough! A Guide to Survival in Science Peter J. Feibelman
- A Fair Deal for PhD Students and Postdocs (eLife article 2013) Henry Bourne
- So What Are You Going to Do With That?: Finding Careers Outside Academia Susan Basalla & Maggie Debelius

Priority Setting

- *Breaking the Mold: Redesigning Work for Productive and Satisfying Lives*, by Lotte Bailyn
- *The 3 Big Questions for a Frantic Family*, by Patrick Lencioni
- *Sleeping with Your Smartphone: How to Break the 24/7 Habit & Change the Way You Work*, by Leslie A. Perlow

Emotional Intelligence

- *Working with Emotional Intelligence*, by Daniel Goleman
- [Emotional Intelligence \(EI, EQ\) tests](#)
- *Working Relationships: Using Emotional Intelligence to Enhance Your Effectiveness with Others*, Bob Wall

CAREER DEVELOPMENT (CONT.)

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Identifying Strengths

- Science Careers myIDP – Independent Development Plan <http://myidp.sciencecareers.org/>
- *Strengthsfinder 2.0*, by Tom Rath (book and online activity if you buy your own copy)
- *Strengths-Based Leadership*, by Tom Rath and Barry Conchie
- *Now, Discover Your Strengths*, by Marcus Buckingham and Donald Clifton

DEVELOPMENT TOOLS FOR WOMEN

Women's Development

- [Is Executive Presence Sexist?](#)
- [The Problem with the Female Boss Problem](#)
- *How Remarkable Women Lead: The Breakthrough Model for Work and Life*, by Joanna Barsh, Susie Cranston, and Geoffrey Lewis
- *It's Not a Glass Ceiling, It's a Sticky Floor: Free Yourself from the Hidden Behaviors Sabotaging Your Career Success*, by Rebecca Shambaugh
- *Nice Girls Don't Get the Corner Office: 101 Unconscious Mistakes Women Make That Sabotage Their Careers*, by Lois P. Frankel
- *Going to the Top: the New Road Map for Success from America's Leading Women Executives*, by Carol Gallagher with Susan Golant
- *Hardball for Women: Winning at the Game of Business*, by Pat Heim
- *Standing at the Crossroads: Next Steps for High-Achieving Women*, by Patricia Ohlott and Marian Ruderman
- *Success on our Own Terms: Tales of Extraordinary, Ordinary Business Women*, by Virginia O'Brien
- *Drive: The Surprising Truth About What Motivates Us*, by Daniel H. Pink
- *Pitch Like a Girl: How a Woman Can Be Herself and Still Succeed*, by Ronna Lichtenberg
- *Manning Up* by Kay Hymowitz

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