



Promoting the Practice and Profession of Statistics®

“A lot of people have gone further than they thought they could because someone else thought they could.”

— Unknown



DIY Mentorship

A tool prepared by the ASA Committee on Applied Statisticians



Links to the Committee on Applied Statisticians Mentoring Clearinghouse Resources

(first log in to ASA Members Only at www.amstat.org/membersonly)

Mentoring programs:

<http://community.amstat.org/CAS/mentoring1/new-item/mentoringprograms>

Clearinghouse resources:

<http://community.amstat.org/CAS/mentoring1/new-item>

Links and articles:

<http://community.amstat.org/CAS/mentoring1/new-item/clearinghouseressources>

The Committee on Applied Statisticians (CAS) has prepared this document to give you the basic resources to start a mentoring relationship. If you have suggestions for improving DIY mentorship, please contact CAS at applied.statisticians@gmail.com.

A MENTORING RELATIONSHIP can be mutually rewarding, enhancing not only your practice of statistics, but also your personal and professional life. The many ways in which people make career transitions into statistics, however, means a constructive mentorship relationship can take many forms and occur at any stage of life. In most cases, you find a mentor or someone to mentor on your own (i.e., do it yourself [DIY]).

Benefits of Mentoring to the Mentor

- Connect with the skills and perspectives of recently trained professionals
- Develop and enhance communication and leadership skills
- Pass on skills and knowledge that can enhance the career and personal growth of the mentee and promote the practice and profession of statistics

Benefits of Mentoring to the Mentee

- Engage with a statistician who can act as a role model or sounding board for questions about being an effective statistician
- Gain a source of perspective, encouragement, and motivation leading to greater self-confidence and esteem
- Access a source of professional/social contact with other statisticians in the field—ask your mentor to “plug you into the power network”

Qualities of a Mentor

Mentors are often experienced statistical practitioners, though not necessarily older than their mentees. They are available to listen to and offer suggestions for situations the mentee may feel unprepared to handle on their own. Although this may involve technical statistical discussions, the mentor's primary function is not to serve as an adjunct statistical consultant, but rather to advise the mentee on matters of professional performance and relationships. Ways the mentor contributes:

- **Teacher:** Sharing knowledge and experience
- **Problem solver:** Identifying resources and suggesting alternative approaches
- **Motivator:** Providing encouragement and support
- **Coach:** Offering positive and constructive feedback
- **Guide:** Helping the mentee identify and set realistic goals

How to Find a Mentor/Mentee

- Formal/informal ways (e.g., programs, friends, and colleagues)
- Inside/outside your organization
- Within your professional organizations and networks (e.g., ASA mixers)
- In a time zone/location that works for your situation

Ask yourself: Where are the resources to help me with my career path?

How to Set Boundaries as a Mentor

Determining what is effective or appropriate between you and your mentee is important. Have a clear and mutual understanding about the time commitment and specific goals of your mentor-mentee relationship. Mentees may expect to have multiple mentors corresponding to different aspects/stages of life and career development.

Mentorship Lifecycle

Mentoring has a finite life cycle consisting of roughly the following four stages:

1. Establishing rapport
2. Identifying directions
3. Making progress
4. Moving on

Qualities of a Mentee

Mentees acknowledge their intention to enter a new stage of development as a statistical practitioner by expressing a willingness to seek counsel about applying their knowledge and skills to the practice of statistics. Mentees seek to accelerate professional growth through a one-to-one relationship with a mentor. Mentees may choose to implement suggestions received from a mentor, but will retain responsibility for their implementation in the fulfillment of their duties. Mentees may expect to use multiple mentors corresponding to different aspects/stages of life and career development. Successful mentee qualities:

- **Learner:** Having a strong desire to learn new skills and abilities
- **Decision maker:** Taking charge of your professional development
- **Risk taker:** Being willing to fail and then to recover
- **Goal setter:** Setting challenging goals



Take the step to make your life and career more fulfilling, and don't do it alone.