



Human Optimization

Pod Club Discussion Questions



E49 How to Find a Good Mentor, and How to Be a Good Mentor

Guest: Charanjit S. Rihal, M.D., MBA; William S. and Ann Atherton Professor of Cardiology - Department of Cardiovascular Medicine | Chair, Mayo Clinic People and Culture Committee, Member Board of Trustees - Mayo Clinic – Rochester, MN

The three big questions explored in the podcast:

Question 1

What qualities make up a good mentor and why do we need one?

Question 2

What are the most common mistakes we make when trying to find a mentor or be a mentor?

Question 3

What steps can we take to identify a good mentor, and serve as a mentor to others?

Discussion Questions:

1. Dr. Rihal defines mentorship as a relationship that helps one achieve their optimal professional self. How does this definition differ from your initial understanding of mentorship?
2. How does the concept of mentorship differ from sponsorship, according to Dr. Rihal's explanation? How have you experienced mentorship and / or sponsorship in your career?
3. What are the primary benefits of having a mentor, as described by Dr. Rihal, beyond just technical or professional guidance?
4. Dr. Rihal suggests that mentors can help mentees see potential they might not recognize themselves. Can you recall a time when someone else saw potential in you that you hadn't recognized?
5. What are the key qualities Dr. Rihal identifies as essential for a good mentor, and which of these do you find most crucial?
6. Dr. Rihal emphasizes that mentees should avoid trying to become a carbon copy of their mentor. What steps can a mentee take to ensure they develop their own unique professional identity?
7. What are the most common mistakes mentors make, and how can mentees avoid falling into the trap of mistaking their mentor for an "oracle" with all the answers?
8. Based on this episode, what is one small change you are going to make to help improve in this area. How are you going to keep yourself accountable to that and measure your success? (Be sure to keep it simple, start small, and make it very clear).