



# MENTORING365 PROGRAM

DGG Committee „Equal opportunities - Chancengleichheit“



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**Why Become a Mentee?**

- EXPLORE**: Opportunities and build your career path
- GROW**: Your professional network
- DEVELOP**: Your leadership skills
- LEARN**: To navigate professional challenges

**Why Become a Mentor?**

- CONNECT**: With early career scientists
- DEVELOP**: Your communication skills
- GAIN**: A broader understanding of your field
- ADVANCE**: Your leadership skills

Mentoring 365 is a **virtual mentoring program** developed by the American Geophysical Union (AGU) for Earth and space science organizations.

Users can sign in as mentors, mentees or even both. The platform offers the opportunity to get in touch with mentees and mentors worldwide and to initialize a **mentorship** which can either be just **for one dedicated meeting or over a three months period** including several meetings.

14 DGG members are already part of Mentoring365

- 5 mentors (2 professors, 2 senior researcher, 1 PostDoc)
- 5 mentors and mentees (4 senior researcher, 1 PhD student)
- 4 mentees (2 students, 1 PostDoc, 1 PhD student)



Figure 1: World map showing the distribution of users participating in Mentoring 365.

It has more than **1200 users** from more than 70 countries (Figure. 1). Currently, **nine geoscientific societies** offer their members a **free participation** in Mentoring 365.

**Areas of Expertise**  
Describe your interest and goals in becoming a mentor  
I mainly develop or adopt new signal processing methodologies to time series data. I have done ambient noise studies, receiver function studies and array seismology. I have experience in working with challenging datasets such as ocean bottom data. I have participated in several ship cruises. I have several years of teaching experience.

**In which areas could you provide mentoring?**  
1. Programming and Data Analytics  
2. Publishing/Writing

**What are your greatest strengths/skills?**  
1. Analytical thinking  
2. Work-life balance

**Are you interested in mentoring groups of mentees in addition to individual mentees?**  
Yes

**Areas of Learning**  
Please describe your career goals and aspirations  
I want to learn to better manage my time and to define next steps for my projects.

**Which areas are you most interested in developing?**  
1. Grant Writing  
2. Science Communication  
3. Project Management

**What are the top four skills you would like to improve?**  
1. Building and maintaining relationships  
2. Negotiating and resolving conflict  
3. Managing others  
4. Self management/Time management

**Are you interested in Group Mentoring in addition to One-to-One Mentoring?**  
Yes

Figure 2: Example for areas of expertise (above) and learning (below) in profile on Mentoring 365.

During application users should **fill out a questionnaire** with their contact details, CV, areas of expertise (mentors) and/ or areas of learning (mentees) (Figure 2). Mentees receive recommendations for potential mentors including a score for the match based on the **overlap between the topics specified in areas** of learning of the mentee and the topics specified in areas of expertise specified of the potential mentors (Figure 3).

Alternatively, mentees can **personalize their search** criteria based on personal preferences e.g., language, research area, etc..

After mentee and mentor established contact and agreed on a **mentorship** the platform offers:

- **guidelines** for the mentorship
- **structured framework** for organization

Figure 3: Example for recommendations of potential mentors and corresponding scores.

This is what **DGG members** participating in **Mentoring 365** said after their first mentorships:

The Mentoring 365 program suggested so-called "matches" to make the search easier.

Even after the end of the mentorship, I am still in contact with my mentors and can get further guidance.

The Mentoring 365 program has been very helpful to me in terms of personal development, receiving and giving advice in an informal atmosphere, and having very pleasant conversations.

This platform can be used to build connections between mentors and mentees across national borders and time zones and even enables to get or stay in contact in a pandemic.

The platform offers several guidelines, which help mentee and mentor to prepare for a first meeting.

My mentors reported on their own careers and gave advice on career planning. Furthermore, they helped me in finding a suitable topic for my master thesis.

I was able to address many topics that I probably would not have liked to discuss with my boss or colleagues

The given structure facilitates to start a mentorship, however it is sometimes a bit too static to define an individual structure for the mentorship.

The experience as a mentor has given me the opportunity to think about my own career path and how I got there and who has supported me along the way.

You are completely free to choose the form of communication between mentor and mentee.

Mentoring 365 is a great opportunity to get in contact with students for early career scientists which are not working at universities.

The time effort is fine, as mentee and mentor can freely decide how many meetings they want to have and when to meet.

I wanted to learn more about the life of a professional geophysicist and to expand my network.

The long term mentoring (3 month) is fine for a start, but not suitable if the mentorship should last for more than one career step.

As a DGG member you just need:

- your **Email address** associated with your DGG membership
- your **DGG membership number**

You can join on <https://mentoring365.chronus.com>

