Fostering Leadership During Your Postdoc Years and Beyond

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Northwestern
Employ Personal Strategies for Success

Engage in Effective Mentor-Mentee Relationships

Seek Personal and Professional Career Development

Participate in Networking Events

Develop Social Support

Understand the Power of Negotiation
About Mentors...
At times mentors give a gentle helping hand

Source: www.mentoringcareeradvice.blogspot.com
Sometimes mentors help you put things together

Source: www.galleryhip.com
Other times mentors give you a boost!

Source: www.dannybeckettjr.com
Mentoring from the Outside-In: Beginning My Leadership Journey
Kindergarten
Kindergarten

NEW FRIENDS
Bart, Scott, Terry
Anthony, Johnny, Chris, Mike

ACTIVITIES
Tobacco, Hearts, Apples, Sailboats, Plants, Kings

ACHIEVEMENTS
Sack Race
Broad Jump

AWARDS
Sharks & Paper

WHEN I GROW UP I WANT TO BE

Inventor

SIGNATURE
[Signature]

Northwestern
Kindergarten

WHEN I GROW UP I WANT TO BE—

- Fireman
- Policeman
- Cowboy
- Astronaut
- Soldier
- Baseball Player
- Mother
- Nurse
- School Teacher
- Airline Hostess
- Model
- Secretary

Inventor
Opportunities

Source: geekestateblog.com
Mentoring from the Inside-Out: What Motivates People to be Good Leaders
Identify Your Purpose
Understand Purpose and Vision

Life with purpose is precise and directed

Life without purpose is depressing

Purpose provides vision (ability to see the end from the beginning)

Vision sets goals, which motivates a plan of action

Source: In Pursuit of Purpose, By Myles Munroe
Determine Your Goals

Dictate companions

Inform decisions

Predict choices

Create priorities

Provide a measure for progress

Source: In Pursuit of Purpose, By Myles Munroe
Opportunities

Challenges
Best Practices for the 21st Century Leader
Take Care of Yourself
Acknowledge that 21st Century Bias Exists

In general, behavioral and psychological barriers have replaced more blatant forms of bias.

Your challenge is to recognize and make visible the invisible forms of bias.

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007
Understand the Impact of Bias on Self-Esteem

Impact of systemic bias is not restricted to the workplace but may infiltrate your personal life.

Underrepresented minorities and women sometimes interpret everyday bias for their own personal shortfalls = self-blame.

Underrepresented minorities and women must exercise additional caution in the workplace and overcompensate for existing stereotypes.

 Appropriately attributing negative outcomes to prejudice can serve as a self-protective function; the predictability of negative stimuli may enable lowering of stress.

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007
Consider the Physiological Impact of Perceived Bias from a Scientific Perspective

Impact of bias is clearly linked to stress in underrepresented minorities and women.

Stress is induced by environmental, psychological and biological dimensions and stressors have a cumulative impact.

Continual activation of the stress response causes you to tire more easily, experience fatigue and breakdown proteins in muscles.

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007
Physiological Impact of Perceived Bias from a Scientific Perspective (cont’d.)

Prolonged stress can heighten susceptibility to autoimmune diseases like diabetes, and exacerbate heart disease, digestive disorders and neurological disease = lower life expectancy + higher death rates

Stress of institutionalized racism (and sexism) affects the store of energy each individual has to cope with everyday life

Source: Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report, 2007
Lead Yourself Exceptionally Well

Manage Your Emotions

Manage Your Time

Manage Your Priorities

Manage Your Energy

Manage Your Thinking

Manage Your Words

Manage Your Personal Life

Source: The 360-Degree Leader, By John C. Maxwell
Be Empowered

Understand your potential

Acknowledge your ability

(Confidently) exercise your competence

Pursue your ambition

Determine your contribution
The Success Equation

Purpose + Passion + Persistence = Product

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Ignite Your Passion!

On February 1, 1960, four African American students – Ezell A. Blair Jr. (also known as Jibreel Khazan), David Leinhail Richmond, Joseph Alfred McNeil, and Franklin Eugene McCain – from North Carolina Agricultural and Technical College (A&T), a historically black college, sat at a segregated lunch counter in the Greensboro, North Carolina, Woolworth’s store.

Source: http://www.greensborofour.com/
On being true to yourself…

You have brains in your head.
You have feet in your shoes.
You can steer yourself
     any direction you choose.
You’re on your own.
And you know what you know.
And YOU are the guy/gal
     who’ll decide where to go.

Dr. Seuss, 1990
Mentor Award Presentation