

Book Review: Getting the Most out of Your Mentoring Relations

There are a growing number of opportunities for women in science, technology, engineering and mathematics (STEM) fields to create mentoring relationships with women already working in the subject areas; however, establishing the relationship is just the first step. In a recent book, "Getting the Most out of Your Mentoring Relationships: A Handbook for Women in STEM," by Donna J. Dean offers readers insight into how to expand these contacts into better learning experiences.

An update of the 1971 Association for Women in Science (AWIS) *A Hand Up: Women Mentoring Women in Science* (1995, 2nd edition), this book is organized to be the ideal field guide for recent graduates, postdocs, and young women moving into the professional realm. The volume is broken into three major sections addressing what individuals can do to be ready and open for the advice of a mentor; how to create a strong and conducive mentor-mentee relationship; and how to put the plan that the mentor-mentee establish into action. The book is full of insightful how-tos and what-to-look-fors. Additionally, each chapter contains "Points to Ponder" which direct mentees to consider ideas that might not have originally been apparent or encourage them to try new things.

Combining personal stories and advice from the women who blazed recent trails in STEM fields and her own experiences helps to make "Getting the Most out of Your Mentoring Relationship" not only a comprehensive look at mentoring, but also at times a joy to read. An indispensable reference guide for every young woman trying to make it in fields so historically dominated by men, Dean offers insight in negotiating your way through the process and helping to avoid pitfalls such as missing out on key opportunities for growth or poor relationships with your mentor. Additionally, the book can help first time mentors offer their mentees better advice by recognizing some of the traps they themselves might not notice they are walking into.

"Getting the Most out of Your Mentoring Relationships: A Handbook for Women in STEM" can be purchased directly from Springer Publisher (ISBN 978-0-387-92408-3) at the website below for \$32.95 plus shipping. This book is part of the Springer Science+Business Media series *Mentoring in Academia and Industry*, which "aims to promote the progress of scientific research and education by providing guidelines for improving academic and career building skills for a broad audience of students, teachers, mentors, researchers, industry, and more."

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