Introduction to NCSD Mentor Match

NCSD Education Committee
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Mentor Match Introduction

• What is it?
• Why?
• Framework design
• Suggested attributes
• Checking in on expectations, progress…
• Mentor Match pair experiences
  - Importance of goal setting, template tool
• Application handout and time for discussion/potential pairing
What is the Mentor Match?

• NCSD Education Committee mission:
  - “To promote development of nuclear criticality safety expertise by providing opportunities that offer technical growth and recognition”

• Leverages modular framework: mentors → mentees

• Based on:
  - developing desired skillsets,
  - Communication preferences

• Participants choose skills for focus; technical or soft
Why Mentor Match?

- Everyone needs/benefits from mentoring!
- Many of our colleagues are retiring
- Many of our colleagues are new to NCS
  - Mentoring is important to their training
  - Senior criticality safety engineers benefit from mentoring
  - Show of hands

NCSD Mentor Match Design
- Supplement traditional/site-based mentorship
- Recognize time constraints
- Allow pairing across sites/countries
- Support lifetime learning, we are all both mentors and mentees
Modular Framework

- Utilize expertise in skill set areas
- Utilize lessons learned
- Alter structure, schedule, focus areas
- Multiple mentor relationships
  - Expertise in desired focus area may allow more than 1 mentee without additional time requirements
  - Mentees can pair with more than 1 mentor depending on focus areas
  - Professionals new to NCS can mentor in certain focus areas (calculational modeling, coding, work/life balance)
Communication Preferences

• In-person
  - If desired, Match helps facilitate meeting, including future ANS/NCSD meetings in advance

• Online
  - Email, video or teleconference

• Resources on NCSD website/collaborate:
  - https://collaborate.ans.org
  - http://ncsd.ans.org/

Resources to be updated and include Mentor Match lessons learned
Desired Skillsets/Focus Areas

- Process analysis and hazard identification
- Best practices and lessons learned
- Safety culture and questioning attitude
- Non-compliance response
- Control development/implementation
- In situ experiments
- Work/life balance
- Teaching/educational instruction
- Hand calculations
- Presenting (e.g., ANS meetings)
- Critical experiments (design, performance, role in NCS field)
- Understanding and using ANS standards
- NCSD Committee / Officer Roles
- Other

- Conducting walkdowns, assessments, benchmarking
- Writing NCS evaluations
- Responding to reviewer and/or regulator questions/comments
- Criticality Accident Alarm Systems (analysis and/or determination of need)
- Software Validation
- Calculational methods
- Emergency Response/planning
- Non Destructive Assay
- Defense in Depth
- Interdisciplinary interface (nuclear safety, operations, ANS-1, fire safety, etc.)
- Use of moderator controls and/or neutron absorbers
Suggested Attributes of an Effective Mentor

• Professional in the Nuclear Criticality Safety Community

• Coach, teacher, team-builder, and advisor with the ultimate goal to empower the mentee to develop their desired skills and abilities.

• Traits of being open, approachable, good listener, patient, and encouraging

• Accepting of own limitations and mistakes

• Commitment and dedication to the development of the Trainee and the mentorship program

• Exhibits traits of trustworthy, honesty, and integrity

• Dedication to pursuit of beneficial contribution to nuclear criticality safety

• Ability to shape attitude and philosophy by actions and example

• Knowledge on the use of the ANS-series 8 standards, general NCS reference documents, nuclear safety culture and general safety principles.

• Willingness to give the time needed for mentorship program
Suggested Attributes of an Effective Mentee

• Having the education and/or experience commensurate with responsibilities

• Willingness to listen and learn

• Willing to share new discoveries with a Mentor

• Willing to ask questions and admit lack of knowledge

• Energetic in pursuit of knowledge

• Desire to excel in the nuclear criticality safety field

• Desire to obtain “qualifications” to contribute to nuclear criticality safety

• Willingness to give the time needed for the mentorship program

• Desire to be active in the Nuclear Criticality Safety Division of the ANS

• Exhibits traits of trustworthy, honesty, integrity, and questioning attitude
Adult Learning Principles\textsuperscript{1}:

- Adult learners:
  - Are internally motivated and self-directed
  - Bring life experiences and knowledge to learning experiences
  - Are goal oriented
  - Are relevancy oriented
  - Are practical
  - Like to be respected

Mentoring Stages- Beginning and Middle

• Application → match

• Kickoff!
  - Introductions
  - Expectations/goals, career highlights, relevant experience
  - Communication and timeline

• Progress

“Do we have the right balance to talking/listening?”

“How are we doing meeting the goals?”

“Have we established a good enough relationship for mentoring to work? What could we do to strengthen it?”
Mentoring Stages: Ending

• Natural ending- Completion of goals, met agreed-upon time frame
  - Review process
  - Celebrate successes!
  - Agree on future

• Early Ending-It’s okay to review and revise!
  - Communication/connection challenges
  - Logistics
  - Not progressing toward goal or goal revision
  - Not in line with learning principles
  - Mentor or Mentee can initiate change
  - Celebrate successes

“I feel we have achieved a lot and wonder if it’s time to review and take stock”

“I am wondering if our mentoring may have run its course and think it would be a good idea to review and decide what we want to do in the future”
Mentor Match Pilot Experiences

• Hannah Morbach/James Baker
• James Bunsen/Katherine Goluoglu
• Mandy Bowles Tomaszewski/Jen Alwin
• Jen Alwin/Andy Pritchard
Application Form/Questions/Discussion

• Apply to be a Mentor and Mentee
  - Separate forms as mentor, mentee
  - Online: http://ncsd.ans.org/
  - Paper copy handouts
  - ansmentormatch@gmail.com

• Discussion, introductions

• Thank you for your participation!
Additional Slides
• We are all mentors and mentees
• Mentor Match tries to help facilitate lifetime learning