

MENTEE REFLECTION GUIDE

Thank you for agreeing to meet with me in order to start the process that will identify a formal mentor for you. I will facilitate this process with input from anyone that you and I decide might be helpful (eg. your Division head). I recognize that the personality fit between you and your mentor is crucial to a successful relationship.

Before our meeting, I’d like to give you a few things to think about…… Read on!

**Why Mentorship?**

The goal of mentorship is to foster the career development of each faculty member such that he or she achieves satisfaction, fulfillment and success. The mentor plays a role in teaching, advising and providing support/ encouragement to the mentee. Topics that can be discussed within this mentoring process include career planning, scholarly projects, promotion issues, time management, and work/life balance. This relationship is flexible over time and over different career stages.

Formal, structured and accountable mentorship programs have been shown to enhance the success of individual faculty members and thus departments as a whole. Remember that “success” is defined by YOU, and mentorship is centered around YOUR needs, not those of the DoP, (although, ultimately the DoP will likely benefit from your success).

**The First Step**

The first step is for you, the mentee, to start thinking about what you want out of a mentoring relationship. Mentorship requires input and effort from both the mentor and mentee in order for it to work. The mentee needs to drive the relationship with clear objectives. The mentor responds by guiding, offering advice and support. Use the points below to guide your thinking. They are not meant to be comprehensive, and you don’t need answer all of them. Add any others that are pertinent to you. I’ve also attached two articles that may be helpful for you.

* Why do you want a mentor?
* What qualities will make you a good mentee?
* How would you describe yourself?
* How do you communicate best?
* Do you need more support or praise or more challenge?
* Do you feel like you need a strong advocate?
* Do you need help navigating politics or people?
* Which area(s) are you most interested in getting mentor support for?
	+ clinical work
	+ teaching/ education
	+ research/ scholarship
	+ leadership
	+ advocacy
	+ work-life balance
* What is your career path?
* Do you have primarily research intensive career goals?
* Do you have clear career goals or do you need guidance in identifying them?
* Do you have a plan for promotion?
* Do you need help with research?
* Do you need help with scholarly projects?
* Do you need help with clinical interests?
* What is your work style?
* Do you prefer to meet in work hours, after work hours?
* Would you prefer a male or female mentor or either?
* Would you prefer a mentor within your division or outside of it?
	+ If outside, then a specialist? A generalist?
* Would you prefer a mentor outside the DoP
	+ If outside, then within your area or outside of it?
* Would you prefer a mentor who is close to your age/career stage or more senior?
* Do you have anyone in particular in mind for your mentor?

**The Next Steps**

After our meeting, I will collate all of the information and send a summary back to you so you can check it over. Then, if you have a particular mentor in mind, I will approach him or her, or we can do it together. If not, then I will identify some potential mentors based on what you have told me. I may need some “third party” input for this, as I don’t know the strengths and weaknesses of every one in our mentor pool. This is where I may consult with Division heads. Mona is also a great resource, and there may be others that we identify as a resource. I will review the potential mentors with you, and once you identify someone you feel comfortable with, I will approach them. From there, if they agree to mentor you, they will be responsible for contacting you for your first meeting. I’ve developed a Mentorship handbook that I will provide to you both to guide you, but ultimately, at this point, it will be up to you and your mentor to move forward. If there are any issues, I remain your primary resource. I will check in regularly, but will be “hands off” otherwise.

I hope this gives you a general idea of how things will progress. Let me know if you have any questions, and I’m looking forward to meeting with you.

Anna