

SBS-EMCRA Inter-Departmental Mentoring Scheme for Level A/B Research Fellows

Guide for Mentees

Your Role

As the mentee, your role is to drive the mentoring relationship. This requires setting clear and specific goals that you want to achieve and, more importantly, that your mentor has relevant insight and knowledge on.

These goals need not be restricted to research, and, depending on the mentor, can include academic teaching, or moving into industry. The interdepartmental nature of this mentoring scheme has been implemented in order to allow open communication of goals to a party independent of your department and lab. Hence, the key is to communicate these goals clearly to your mentor so that they can give you the right advice from the outset.

Expectations for you as a mentee

- Communicate with your mentor; be clear on your needs
- Have an ability to reflect on personal limitations and accept critique
- Come to each session prepared with an agenda
- Provide feedback to your mentor so that they can improve, but also know when they are doing it right
- Do not expect your mentor to have all the solutions
- Recognize that your mentor is a volunteer with an already busy schedule; easy on the emails
- Commitment to the mentoring program; you get back what you put in
- Discuss etiquette for inter-meeting contact
- Keep track of actionable items between meetings and follow them up

Before Your First Mentoring Session

- Solidify in your mind a short-term and a long-term goal for your career
- Be prepared to be open about your successes and your setbacks
- List some opening questions for your mentor relevant to your aspirations; how did they get to their current position? What do they wish they knew when they were an ECR that they know now?
- Be ready to organize the next meetup with them, have possible dates in mind
- Bring along current CV in appropriate grant format for review