Identifying, Prioritizing, and Communicating Your Needs

Instructions:

1. Check the box next to the roles you currently need your mentor to play.
2. Circle the 3 roles that are priorities for you at this point in your career.
3. Choose one of the 3 circled roles and write down how you could ask for your mentors to play that role or play it more effectively.
4. Practice what you would say to your mentor with a partner.

Check Roles Needed	**Roles Mentors Can Play Across 5 Domains* of Attributes Needed for Effective Mentoring Relationships**
	Research and/or Clinical Skills
	Help me develop research skills specific to my area of focus
	Help me become a better science and/or clinical care communicator
	Help me learn how to collaborate effectively
	Help me write grant proposals and seek other funding
	Interpersonal Skills
	Work with me to define and align the expectations we have for our relationship
	Provide me with constructive feedback
	Communicate honestly and build a trusting relationship with me
	Psychosocial Skills
	Help me build my research self-efficacy
	Help me build my career self-efficacy
	Help motivate me
	Cultural Diversity Skills
	Help me develop a sense of belonging in my program/ department
	Be open to conversations about diversity and how it impacts my training experience
	Help me address issues of bias and stereotype threat
	Sponsorship Skills
	Foster my independence
	Help me network (colleagues, funding sources)
	Help me find administrative resources
	Help me find ways to better integrate my work and personal life
	Help me navigate and explore career options

Choose one of the 3 circled roles and write down how you could ask for your mentors to play that role or play it more effectively:

Practice what you would say to your mentor with a partner.

Adapted from Branchaw, J., Pfund, C. and Rediske, R. (2010). Entering Research: Workshops for Students Beginning Research in Science. W.H. Freeman & Co., New York.

*Domains described in: Pfund, C., Byars-Winston, A., Branchaw, J., Hurtade, S., Eagan, K. (2016) Defining Attributes and Metrics of Effective Research Mentoring Relationships. AIDS and Behavior, 20(2), 238-248.