# The Mentor and Mentee Relationship

## What Can Mentees Expect from their Mentors?

- Clarity on the expectations for your relationship. For example: paid vs volunteer; length of commitment; expectations on hours; and more.
- Expertise on your research project and topic.
- Feedback on your work and progress.
- Honesty on the quality of your work and any concerns that they have.
- The “space” to make mistakes and to develop your own research and professional skills.
- Thoughtful discussion on your research projects, including background information, observations, results, and interpretations.
- Respect for your privacy. If you share personal information with your mentor, you can expect that, within the limits of the law, this information will remain private.
- Introductions with other members of your professional community, both on campus and off, to build your professional network.
- Guidance on your career and professional goals.
- _____
- _____
- _____
- _____

## Tips for Mentees

- **Respect your mentor’s time.** Mentors are juggling teaching with research obligations and their time is very limited. If your mentor makes time for you, be on time and prepared to make the most of it. Always start unscheduled interactions with “Do you have a few minutes to talk?”.
- **Ask questions and request clarification.** Asking well thought-out questions tells your mentor that you are engaged in the research and thinking critically about the project. Additionally, asking for clarification or guidance when you aren’t clear on directions or a concept helps avoid time consuming or costly mistakes.
- **Be honest if you have made a mistake or something has gone wrong with your research.** Everyone makes mistakes, but hiding this fact does not allow you to learn from your mistakes. Your mentor may be able to offer insights on how to fix the mistake, move past it, or may ask you to come up with some ideas, but should certainly be in the loop.
- **Take the initiative with the relationship.** Ask questions of your mentor’s career pathway to build your relationship and start conversations. If you are interested in building certain research

skills or participating in other opportunities, such as presenting your research at a conference, let your mentor know so that they can help you develop strategies to make your goals a reality.

- _____
- _____
- _____
- _____