

Core Principles in Mentoring Relationships

1. Maintaining Effective Communication
 - a. Determine your mentor's preferred medium of communication (face-to-face, phone, or email) and acknowledge if it differs from your own personal preference
 - b. Schedule a regular time to meet or check in with your mentor
 - c. Keep track and share progress toward project/professional goals, both verbally and in writing
 - d. Identify challenges and request your mentor's advice/intervention when appropriate
 - e. Prepare for meetings with you mentor by articulating specifically what you want to get out of the meeting and how you will follow up after the meeting
2. Aligning Expectations
 - a. Ask your mentor for his or her expectations regarding
 - i. Mentees at your stage of career generally
 - ii. You as an individual scholar
 - iii. Your project (if applicable)
 - b. Share your expectations regarding
 - i. Your career as a scholar and professional
 - ii. Your project (if applicable)
 - c. Ask others in the research group, who know your mentor better, about the mentor's explicit and implicit expectations
 - d. Write down the expectations you agree to and revisit them often with your mentor
3. Assessing Understanding
 - a. Ask questions when you do not understand something. If you are afraid to ask your mentor directly, start by asking your peers
 - b. Talk and write about your project (if applicable), asking peers and mentors who know the field for feedback
 - c. Ask peers and mentors to share their perspectives on your work and its meaning in the context of your field
 - d. Explain your project to someone who is new to the field and help them to understand your project and its significance
4. Addressing Equity and Inclusion
 - a. Be open to seeking out and valuing different perspectives
 - b. Engage in honest conversation about individual differences with your mentor and co-workers
 - c. Contribute positively to shared understandings and solutions to problems
 - d. Talk to peers and mentors when you feel conflicted about the ways in which your personal identity intersects with your academic identity
5. Fostering Independence
 - a. With your mentor, define what it takes to do independent work in your field

- b. Define a series of milestones to independence with your mentor and set goals for meeting these milestones as part of your research plan
 - c. Ask peers and mentors to share with you their strategies for achieving independence
6. Promoting Professional Development
- a. Seek out and engage multiple mentors to help you achieve your professional goals
 - b. Ask peers and mentors to discuss with you the fears and reservations you may have about pursuing a certain career path
7. Ethics
- a. Take responsibility for your own behavior
 - b. Seek out formal and informal ways to understand the accepted norms of practice in your field
 - c. Learn about ethical issues associated with your work and proactively address them
 - d. Learn about your university's policies for dealing with unethical behavior

Resource created by Kathryn Fernandez

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