Understand the Various Types of Mentoring Relationships

I would like my mentor to be …

| A Confidant who will | • Advise me on work-life balance, wellness, and resilience  
|                      | • Offer me a safe place where I can ask questions and share difficulties  
|                      | • Share with me how I am perceived  
|                      | • Offer honest evaluation |

| A High-Level Advisor who will | • Advise me on career dilemmas  
|                              | • Strategize with me about career and organizational dynamics  
|                              | • Pose challenging questions  
|                              | • Identify opportunities for my professional development  
|                              | • Offer feedback on long and short-term career goals |

| A Skill Developer who will | • Impart negotiation skills  
|                           | • Teach me scientific skills  
|                           | • Evaluate my teaching and presentation skills  
|                           | • Edit my grant proposals  
|                           | • Support my research enterprise infrastructure  
|                           | • Identify specific behaviors that are helping or hindering my career  
|                           | • Prescribe recommended actions |

| A Sponsor who will | • Help me navigate organizational politics  
|                   | • Operate as my information broker  
|                   | • Solicit invitations for me to speak  
|                   | • Find potential research collaborators for me  
|                   | • Nominate me for awards  
|                   | • Increase my visibility  
|                   | • Fosters networking opportunities for me |