

## Understand the Various Types of Mentoring Relationships

I would like my mentor to be ...

<p><i>A Confidant who will</i></p>	<ul style="list-style-type: none"> <li>• Advise me on work-life balance, wellness, and resilience</li> <li>• Offer me a safe place where I can ask questions and share difficulties</li> <li>• Share with me how I am perceived</li> <li>• Offer honest evaluation</li> </ul>
<p><i>A High-Level Advisor who will</i></p>	<ul style="list-style-type: none"> <li>• Advise me on career dilemmas</li> <li>• Strategize with me about career and organizational dynamics</li> <li>• Pose challenging questions</li> <li>• Identify opportunities for my professional development</li> <li>• Offer feedback on long and short-term career goals</li> </ul>
<p><i>A Skill Developer who will</i></p>	<ul style="list-style-type: none"> <li>• Impart negotiation skills</li> <li>• Teach me scientific skills</li> <li>• Evaluate my teaching and presentation skills</li> <li>• Edit my grant proposals</li> <li>• Support my research enterprise infrastructure</li> <li>• Identify specific behaviors that are helping or hindering my career</li> <li>• Prescribe recommended actions</li> </ul>
<p><i>A Sponsor who will</i></p>	<ul style="list-style-type: none"> <li>• Help me navigate organizational politics</li> <li>• Operate as my information broker</li> <li>• Solicit invitations for me to speak</li> <li>• Find potential research collaborators for me</li> <li>• Nominate me for awards</li> <li>• Increase my visibility</li> <li>• Fosters networking opportunities for me</li> </ul>