

1:1 Mentoring FAQ's

What is 1:1 mentoring?

1:1 mentoring is a voluntary and ongoing process in which a more senior faculty member facilitates the professional and personal growth of a less experienced colleague. Mentors can help mentees in several ways: by teaching, coaching and being a role model; by challenging mentees to grow and step outside their comfort zone; by serving as a support person and advocate; and by opening doors and creating opportunities (sponsorship).

Do I need a mentor?

Yes! Mentors can be very helpful at all stages of professional development. Research has demonstrated that mentorship can have an important and positive influence on personal development, research productivity, performance evaluations, and overall career progress.

Can I only have one mentor?

Our department offers several types of mentoring relationships in addition to 1:1 mentoring. In terms of 1:1 or other mentoring relationships, mentees are not limited to one mentor. It is often helpful to have multiple mentors or a cadre of mentors, as no one individual can serve all needed mentoring functions.

Does my mentor have to be inside the department?

Ideally, at least one mentor should be from inside the department. Additional mentors can be from either inside or outside the department.

How do I select a mentor and formalize the relationship?

Start by reviewing the department's mentor bios to identify faculty members with clinical, research, or teaching interests that align with your own. As you evaluate potential mentors, consider both their professional qualities (e.g., expertise, mentoring track record) and personal characteristics (e.g., emotional intelligence, availability, interpersonal style). Try to engage in informal interactions with those on your "short list" to help assess compatibility. If you're unsure who might be a good fit—especially if you're new to the department—talk with your supervisor for guidance or contact Nadine J. Kaslow, PhD, ABPP who can help match you with a mentor based on your interests. **Once you've identified someone, notify [Dr. Kaslow](#) via email, and she will extend the invitation on your behalf.**

What does the 1:1 mentoring relationship look like?

Mentors and mentees should work together to define their relationship, considering factors such as how formal or informal the relationship will be, goals for the mentee, responsibilities of each party, etc. The mentor and mentee may wish to utilize the Mentoring Partnership Agreement on the Resource tab of this website to guide their interactions.

How often should I meet with my mentor?

Meeting timelines will vary across mentors/mentees, though meeting at least once a quarter is strongly encouraged.

How long does a mentoring relationship last?

The duration of a mentoring relationship depends on the quality and nature of the interactions and the needs of the mentee. Such relationships may be of relatively short duration (e.g., one year) or last a professional lifetime. Mentor-mentee assignments will be reconsidered annually in the department.

What is a mentor's role?

A mentor and mentee should establish a trusting, collaborative partnership. The mentor should help the mentee set and work toward goals, navigate professional pitfalls, meet other professionals, and identify career enhancement opportunities. Furthermore, the mentor should serve as a sounding board, give constructive and honest feedback, and provide non-judgmental support and validation. It is also valuable if the mentor is a good role model that has high professional and moral character and attends to issues of gender, race/ethnicity, sexual orientation, gender identity, culture, and other forms of diversity.

What are the characteristics of a good mentee?

Good mentees are ambitious, self-motivated, and readily assume the responsibility for their own growth and development. They are interested in new experiences, proactive, and take initiative. Good mentees are efficient in their use of time and respect boundaries. They are also receptive to feedback and can take criticism the right way.

What happens if there is a conflict or concern with the mentoring relationship?

If either the mentor or the mentee feels they are no longer compatible for any reason, they are encouraged to share this directly with the other party. In addition, the person desiring a change is welcome to speak with Dr. Kaslow or the Chair or another Vice Chair to receive assistance in making a change. Requests for such changes will be honored. In addition, once each year [Dr. Kaslow](#) sends out a survey regarding people's mentoring relationships and that often serves as the time people elect to change mentors or mentees.

Is there departmental support for mentors?

There is not specific financial support for faculty members to serve as mentors for their more junior colleagues. Engaging as a mentor is viewed as a component of one's professional service to the department, the institution, and one's colleagues. As such, it is recommended that mentoring relationships be included in one's Service Portfolio description. There also is a department mentoring award, as well as School of Medicine level awards. However, most people serve as mentors because it is rewarding, and people enjoy being generative and paying it forward.