

## Mentee Expectations

- Maintain effective communication
- Maintain appropriate boundaries between being mentored and other roles
- Articulate mentoring goals
- Co-create a mentoring plan by aligning expectations with mentor
- Take initiative to contact mentor
- Demonstrate respect by showing value of mentor time, advice, and insights
- Demonstrate an openness to constructive dialogue
- Take time to reflect before and after mentoring sessions
- Demonstrate a commitment to learning
- Demonstrate a willingness to be challenged
- Take increasing responsibility for management of the mentoring process as the mentorship develops
- Develop own intrinsic feedback skills
- Develop a network of advisors, sources of information, influence, and encouragement
- Work toward research/academic self-efficacy
- Work on professional development goals
- Be aware of cultural and power differentials and how to navigate them with respect
- Be able to positively disengage when the mentor/mentee relationship is not a good match

## Mentor Expectations<sup>1</sup>

- Maintain effective communication
- Maintain appropriate boundaries between mentoring and other roles
- Establish a positive dynamic mentoring relationship
- Articulate a mentoring philosophy
- Mentor all students
- Co-create a mentoring plan by aligning expectations with mentee
- Assess mentee understanding
- Cultivate ethical behavior
- Enhance work/life integration
- Foster Independence
- Facilitate introductions/networking
- Promote research/academic self-efficacy
- Promote Professional Development
- Be aware of different stages of mentoring and adjust approach for each stage
- Meet mentees where they are and respond to their needs
- Be able to move between developmental roles based on mentee need and situation
- Be aware of cultural and power differences and how to navigate them respectfully
- Be able to positively disengage when the mentor/mentee relationship is not a good match

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<sup>1</sup> Mentor/Mentee Expectations compiled from various sources including: NRMN resources, AAMC, NIH, and EMMURSSD