



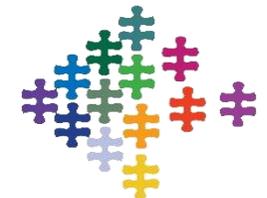
National Institute
of Nursing Research



Mentor/Mentee Relationships at Midcareer



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Overview

In this module, I will cover

- Career stages and mentoring at each stage
- Attributes of being a good mentee and a good mentor
- Making mentorship mutually beneficial

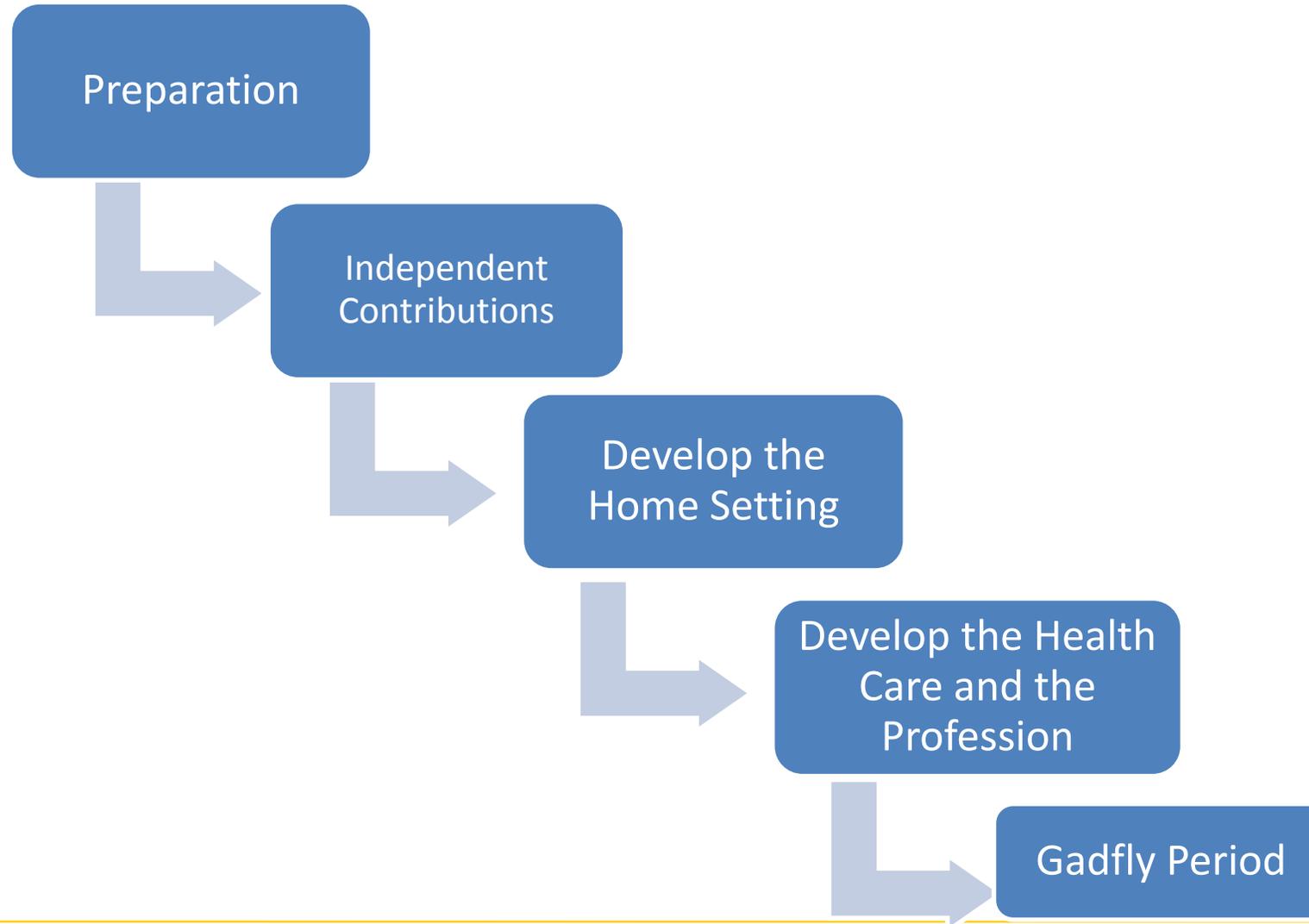


Mentor/Mentee Relationships

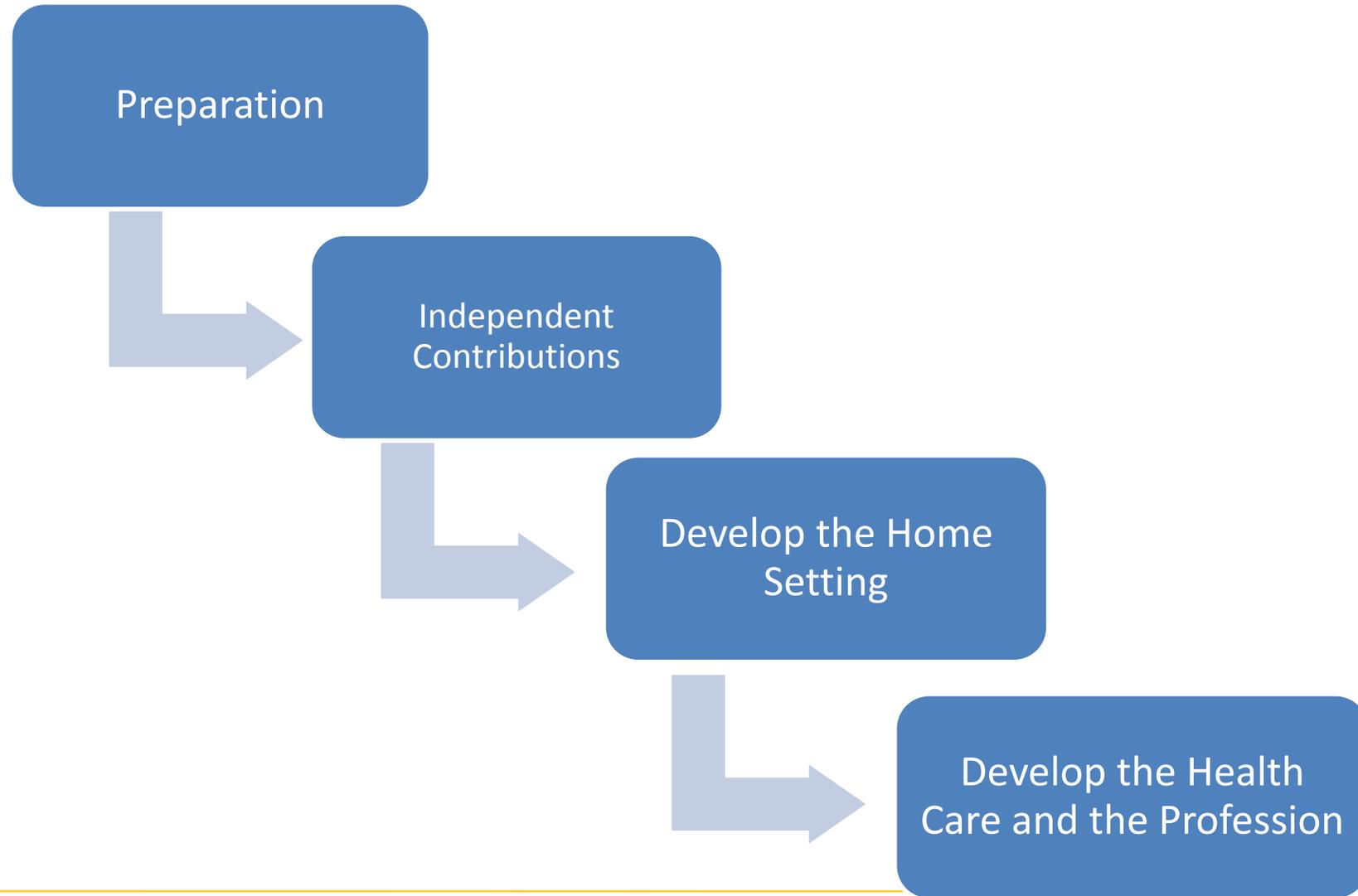
*For everyone of us who succeeds,
it's because there is someone to
show you the way.*



McBride's Career Stages



Mentoring at Career Stages



Being a Good Mentee

- Be motivated and take responsibility for own development
- Have regular discussions
- Move a program of study forward in a timely fashion
- Recognize that mentoring is added work to the mentor; find ways to make the relationship reciprocal



You as a Good Mentor

- Develop career-promoting skills
- Maintain a relationship based on trust and mutual respect
- Provide the mentee with opportunities
- Seek assistance of other faculty and institutional resources for mentee as necessary



Making Mentorship Mutually Beneficial

- Publications
 - Mentee needs some first authored publications to show independence
 - Mentor can benefit from being senior author on manuscripts of mentee
 - Mentee can participate in manuscript development
 - Mentee can be a co-author on mentor's publications



Making Mentorship Mutually Beneficial

- Funding
 - Mentee can join the mentor's research team
 - Mentee can be funded by a minority supplement
 - Mentor can be a consultant or co-investigator on mentee's independent funding



Making Mentorship Mutually Beneficial

- Mentors are introduced to new areas of research and new methods
- Networks are increased for both
- Mentee's accomplishments can be included on mentor's promotion documents
- Mentor often becomes a life-long colleague who is interested in mentee's research



Summary

- Mentoring is important at career stages
- Attributes of being a good mentee and a good mentor
- Making mentorship mutually beneficial

