

REFLECTION FOR MENTORS*

Before engaging with a mentee, use this worksheet to take some time and reflect back on your own experiences with mentoring and how much time you can currently invest into a relationship. By clarifying your own strengths, experiences, and practical approaches, you will be able to communicate more effectively with mentees. This worksheet is a jumping off point, so keep thinking about questions you find important.

Reflection Questions:

- What kind(s) of mentoring did you have as a student or professional?
- What did you enjoy about your mentoring experiences?
- What did you dislike about your mentoring experiences?
- What could have made those relationships and experiences a better form of support for you?
- How well did your mentor(s) help you accomplish your professional/academic/personal goals?
- How well did your mentor(s) prepare you for your academic or professional career?
- What do you wish your mentor(s) had done that they didn't do?
- How are you engaging with diversity, equity, and inclusion in your department, classrooms, and communities so that you can be a more effective and understanding mentor?
- What is the current mentoring culture in your department and/or profession?
- What kind of mentor would you like to be?
- What kind of mentoring relationship would you prefer? Formal or informal?

The things I feel are off limits in my mentoring relationship include:

- ___ Disclosing our conversations to others
- ___ Meeting in non-public places
- ___ Sharing intimate aspects of our lives
- ___ Meeting behind closed doors
- ___ Other _____

The amount of time that I can spend with my mentee is likely to be, on average (circle one):

1 2 3 4 hours each week / every other week / per month

Other Time: _____

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*Adapted from Rackham and University of Nebraska-Lincoln (UNL)