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 deeper 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 forefronting 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 area of interest?

• 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: _____________________________

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