

## Practical Self-Reflection on Career

1. What would the ideal picture of your professional activities / career look like 3 or even 5 years from now? *Think broadly about this. Start a narrative about what your successful and fulfilling career could look like.*
2. Do my current professional activities align with my defined areas of focus as faculty? *Is what I am doing now going to get me to that 3 to 5 year ideal?*
3. Does my current FTE align with my defined areas of focus? If not, can I realign? *This should connect to your current FTE and / or cFTE.*
4. How do I spend my time? What is needed to align my time with my defined areas of focus / efforts?
5. What are my mentoring needs?

# Personal Assessment of Your Mentoring Needs

Adapted from: Carey EC, Weismann DE. Understanding and Finding Mentorship: A Review for Junior Faculty. Journal of Palliative Medicine. 2010; 13:1373-1379

## 1. Establish a framework for decision-making:

a. What is my mission?

*(e.g. What motivates you to work so hard?)*

b. What do I hope to achieve?

*(e.g. Clinic medical director, innovative research program, outstanding clinician, excellence in teaching)*

c. How do I define success?

*(e.g. Well respected, autonomy, independent funding, great evaluations. being home for dinner)*

## 2. What are my professional and personal goals?

a. Short term *(e.g. submit manuscript, obtain funding):*

b. Intermediate *(e.g. promotion, advanced funding, fellowship director):*

c. Long term *(e.g. local, national reputation, career satisfaction):*

**3. Assessment of strengths and challenges and growth (personal and institutional):**

a. Strengths

*(e.g. networking, enthusiasm, teaching, interpersonal skills, professional demeanor)*

b. Challenges and Growth Areas

*(e.g. organizational skills, time management, coping with stress, information technology)*

**4. What is my working style?**

a. What helps me work more effectively?

*(e.g. deadlines, clear expectations, solo vs team)*

b. What makes work challenging?

*(e.g. interruptions, unreasonable expectations, technology, lack of support)*

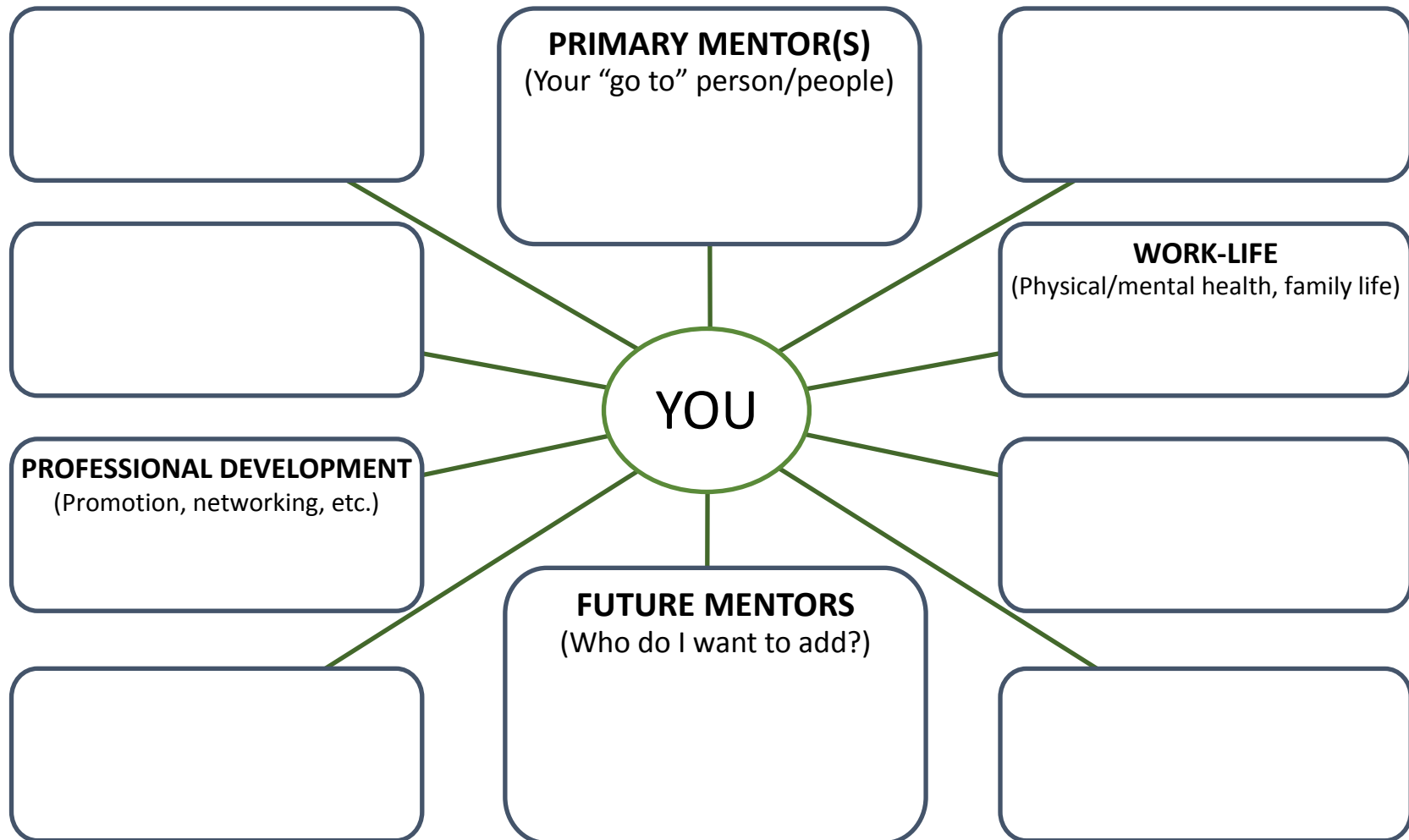
**5. What are my specific mentoring needs?**

*(e.g. grant writing, office management skills, work-life balance, curriculum development, professional development)*

**6. What qualities do I value in a mentor?**

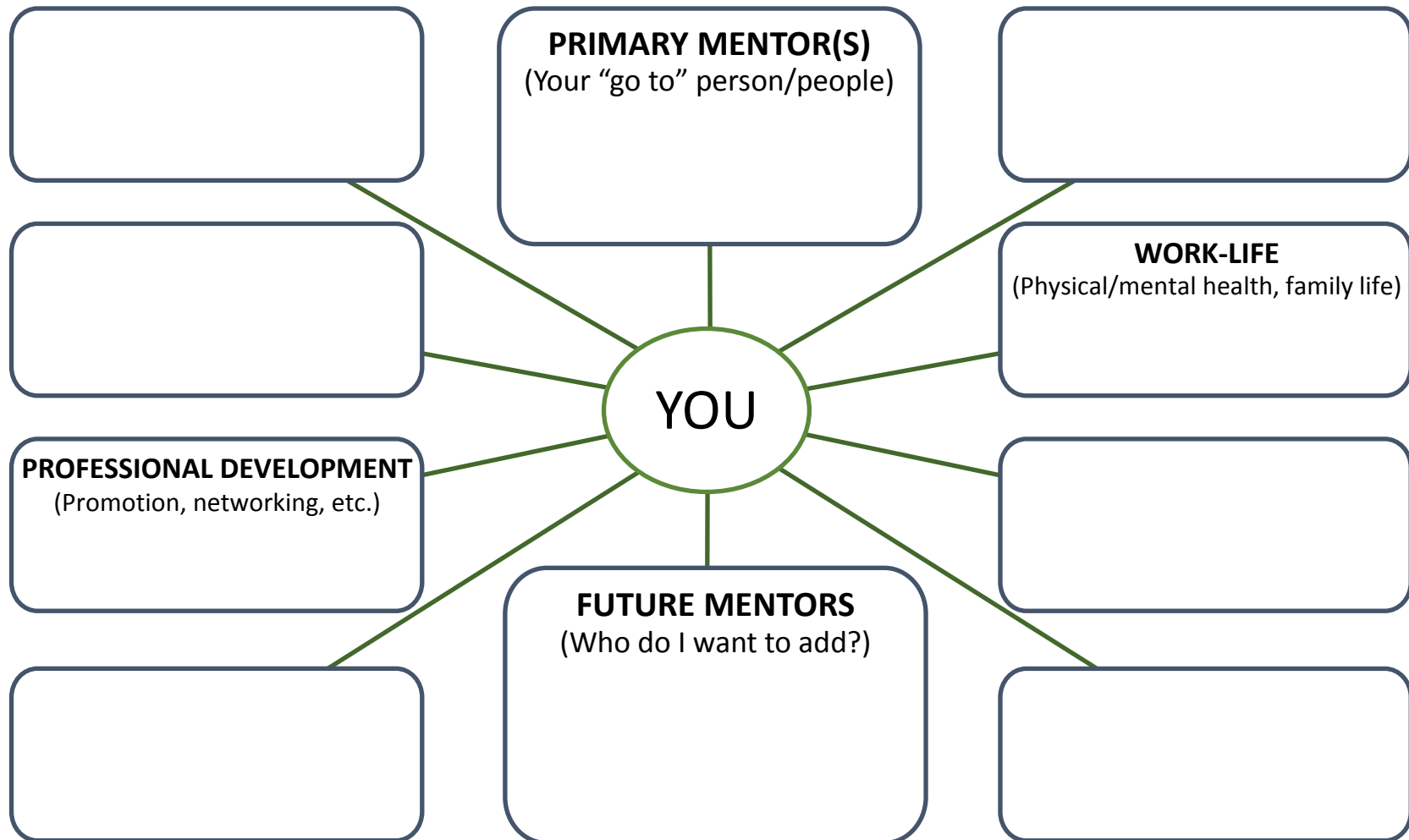
*(e.g. availability, expertise, reliability)*

# INTERNAL Mentoring Mosaic



1. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times. Create new categories that are specific to your needs.
2. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).

# EXTERNAL Mentoring Mosaic



3. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times. Create new categories that are specific to your needs.
4. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).