Establish a framework for decision-making: (e.g. What motivates you to work so hard?)

a. What is my mission? Write a bulleted ‘mission statement’ about yourself and aspirations.

b. What do I hope to achieve?
   (e.g. Medical director, innovative program, great clinician, supervisor)

c. How do I define success?
   (e.g. Well respected, reputation, autonomy, independent funding, being home with family)

2. What are my professional and personal goals?
   a. Short term (e.g. submit manuscript, teaching abstract):

   b. Intermediate (e.g. promotion, pay raise, increased grants):

   c. Long term (e.g. national reputation, career satisfaction, leadership)
3. **Assessment of strengths and challenges (personal and institutional):**
   a. **Strengths**  (*e.g.* networking, enthusiasm, teaching, interpersonal skills, demeanor)

   b. **Challenges**  (*e.g.* organizational skills, time management, coping with stress, funding)

4. **What is my working style?**
   a. **What helps me work more effectively?**
      (*e.g.* deadlines, clear expectations, crisis mode)

   b. **What makes work challenging?**
      (*e.g.* overload, unreasonable expectations, lack of support)

5. **What are my specific mentoring needs?**
   (*e.g.* grant writing, office management, work-life balance, curriculum work professional development)

6. **What qualities do I value in a mentor?**
   (*e.g.* availability, expertise, reliability)