

SELF ASSESSMENT OF YOUR MENTORING NEEDS

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

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)