# MENTORING PHILOSOPHY

**SELF-REFLECTION[[1]](#footnote-1)**

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| --- | --- | --- |
| Activity  or Strategy | Question  or Task | What could you do better? |
| Appreciating individual differences | Give an example of an incident that illustrates your acknowledgement of individual difference |  |
| Supporting  work-life integration | Give an example of a strategy you use to acknowledge and support your mentee’s life outside of the work environment |  |
| Availability | Give an example of the strategy you use to be available to your mentees |  |

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| Activity  or Strategy | Question  or Task | What could you do better? |
| Questioning | Describe how you last used active questioning to lead a mentee towards a solution |  |
| Building a scholarly community | Describe a deliberate strategy you use to build a scholarly community in your group |  |
| Building a social community | Describe a deliberate strategy you use to build your group as a social community |  |

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| Activity  or Strategy | Question  or Task | What could you do better? |
| Skill development | Describe steps you take to develop the critical, writing and presentation skills of your mentees |  |
| Networking | Describe one example of how you have introduced each of your mentees into the professional network of your area |  |
| Mentor for life | How many of your past mentees are you in contact with? |  |

1. Adapted from Lee, A., Dennis, C., and Campbell, P. (2007) *Nature’s* Guide for Mentors, *Nature* 447, pp. 791–797. [↑](#footnote-ref-1)