

<p>MENTORING NEED</p> <p>Substantive Feedback</p>	<p>WHAT</p> <ul style="list-style-type: none"> • Classic mentoring (i.e., which journal to submit to/course to teach/activity to engage in?) • Navigating specific conflicts at your institution • Are you making good progress for your career? 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Mentor • Department Colleagues - both leadership & peers • Intellectual Community • Coach • Faculty Affairs • Near Peer Mentors
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<p>MENTORING NEED</p> <p>Sponsorship</p>	<p>WHAT</p> <p>People who:</p> <ul style="list-style-type: none"> • Lobby for you behind closed doors • Mention your name for promotions/leadership • Suggest you be given more responsibility in a project • What do you need sponsorship for? • Who have you (or could you) sponsor? 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Senior Department Faculty • Department Colleagues • Mentors from other Institutions • Colleagues met at conferences or through professional organizations • People who have "seen you at your best," or have seen you overcome challenges
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<p>MENTORING NEED</p> <p>Access to Opportunities</p>	<p>WHAT</p> <ul style="list-style-type: none"> • Making sure your network (people & organizations) alerts you to upcoming opportunities (e.g. workshops, grant calls) • Leadership Opportunities • Job Openings • Teaching/Reviewing/ Speaking Opportunities • Collaborations • Awards • Media Contacts/Coverage 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Internal Mentors • Peer Mentors/Peers • External Mentors • Previous/Past Mentors • Sponsors • Community Organizations • Listservs • Institutional Resource Centers
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<p>MENTORING NEED</p> <p>Accountability for what Really Matters</p>	<p>WHAT</p> <p>Someone who will:</p> <ul style="list-style-type: none"> • Check in to make sure you are making progress with a given task • Give you a reality check as to what is important • Challenge your thoughts as to where to put your energy 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Departmental/Divisional Leadership (professional) • Traditional Mentor • Collaborators • Partner/Spouse/Family • Friends • Career Coach
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<p>MENTORING NEED</p> <p>Role Models</p>	<p>WHAT</p> <p>People who demonstrate behavior we want to emulate in different aspects of our lives:</p> <ul style="list-style-type: none"> • Work-life integration • Work Ethics • Productivity • Career Choices • Skill Set 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Colleagues • Past Mentors • Internal & External Institutional Leaders • Community Leaders • Friends & Family <p>NOTE: perhaps one person is not a ROLE MODEL in every single area</p>
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<p>MENTORING NEED</p> <p>Professional Development</p>	<p>WHAT</p> <ul style="list-style-type: none"> • Inspiration to improve yourself by gaining skills • Time Management • Conflict Resolution • Public Speaking • Personnel Management • Budgetary/Financial Management 	<p>WHO (EXAMPLES)</p> <ul style="list-style-type: none"> • Internal Resources (workshops, degree programs, leadership programs, seminars, CTSA's, Human Resources, Library) • External Resources (conferences, workshops) • Coach • Professional Organizations • Online Resources
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MENTORING NEED	WHAT	WHO (EXAMPLES)
Emotional Support	<ul style="list-style-type: none"> • Someone you feel comfortable sharing your emotions with • Someone (or something) that helps you deal with stress • Someone who believes in you 	<ul style="list-style-type: none"> • Trusted Colleagues • Friends • Family • Religious Community • Pets • Other

MENTORING NEED	WHAT	WHO (EXAMPLES)
Intellectual Community (Readers)	<ul style="list-style-type: none"> • People whom you can bounce ideas off • Getting feedback at each stage of your work, from initial idea to finished product • People with whom you can share ideas with at all stages knowing you will get honest feedback without having to fear you will be laughed at or they will steal your ideas 	<ul style="list-style-type: none"> • Peer Group (formal or informal) • Collaborators/Colleagues • Traditional Mentor • Divisional Presentation Opportunities • Writing Groups • NUCATS Review Opportunities • Professional Editor

MENTORING NEED	WHAT	WHO (EXAMPLES)
Safe Space	<ul style="list-style-type: none"> • People you trust who will let you vent without judgment or criticism • Blow off steam, express your frustration • Help find a way to deal with the issue in a calm, composed, and unemotional way • May mediate on your behalf 	<ul style="list-style-type: none"> • Trusted Colleagues • Coaching Program • Ombudsman • Faculty Wellness Program • Formally or Informally Created (peer) Groups • Family • Friends • Religious Community • Counselor/Therapist