# Identifying, Prioritizing, and Communicating Your Needs

Instructions:
1. Check the box next to the roles you currently need your mentor to play.
2. Circle the 3 roles that are priorities for you at this point in your career.
3. Choose one of the 3 circled roles and write down how you could ask for your mentors to play that role or play it more effectively.
4. Practice what you would say to your mentor with a partner.

| Check Roles Needed | Roles Mentors Can Play Across 5 Domains* of Attributes Needed for Effective Mentoring Relationships |
|---|---|
| | Research and/or Clinical Skills |
| | Help me develop research skills specific to my area of focus |
| | Help me become a better science and/or clinical care communicator |
| | Help me learn how to collaborate effectively |
| | Help me write grant proposals and seek other funding |
| | Interpersonal Skills |
| | Work with me to define and align the expectations we have for our relationship |
| | Provide me with constructive feedback |
| | Communicate honestly and build a trusting relationship with me |
| | Psychosocial Skills |
| | Help me build my research self-efficacy |
| | Help me build my career self-efficacy |
| | Help motivate me |
| | Cultural Diversity Skills |
| | Help me develop a sense of belonging in my program/ department |
| | Be open to conversations about diversity and how it impacts my training experience |
| | Help me address issues of bias and stereotype threat |
| | Sponsorship Skills |
| | Foster my independence |
| | Help me network (colleagues, funding sources) |
| | Help me find administrative resources |
| | Help me find ways to better integrate my work and personal life |
| | Help me navigate and explore career options |

Choose one of the 3 circled roles and write down how you could ask for your mentors to play that role or play it more effectively:

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Practice what you would say to your mentor with a partner.

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Adapted from Branchaw, J., Pfund, C. and Rediske, R. (2010). Entering Research: Workshops for Students Beginning Research in Science. W.H. Freeman & Co., New York.

*Domains described in: Pfund, C., Byars-Winston, A., Branchaw, J., Hurtade, S., Eagan, K. (2016) Defining Attributes and Metrics of Effective Research Mentoring Relationships. AIDS and Behavior, 20(2), 238-248.