

PERSONAL 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

1. Establish a framework for decision-making.

- a. What is my mission? (*i.e. What motivates you to work so hard?*)
- b. What do I hope to achieve? (*e.g. Medical director, innovative program, outstanding clinician, supervisor*)
- c. How do I define success? (*e.g. Respect, autonomy, independent funding, being home for dinner*)

2. What are my professional and personal goals?

- a. Short term (*e.g. submit manuscript, strong residency match*)
- b. Intermediate (*e.g. promotion, pay raise*)
- c. Long term (*e.g. national reputation, career satisfaction*)

3. Assessment of strengths and challenges (personal and institutional):

- a. Strengths (*e.g. networking, enthusiasm, teaching, interpersonal skills, professional demeanor*)

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

4. What is my working style?

- a. What helps me work more effectively? (*e.g. deadlines, clear expectations*)

- b. What makes work challenging? (*e.g. interruptions, unreasonable expectations, computer literacy, lack of support*)

5. What are my specific mentoring needs?

(e.g. grant writing, office management skills, work-life balance, curriculum development, professional development)

6. What qualities do I value in a mentor?

(e.g. availability, expertise, reliability)