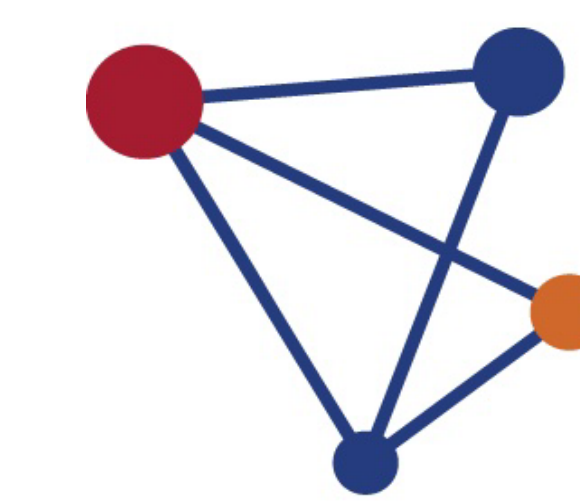


Evolving Mentoring Needs Throughout a C/T Research Career

Mentorship is critical at every level of a career but mentoring needs and expectations evolve through overlapping career stages. Mentoring relationships offer space to **explore** and identify your personal and professional needs, **learn and practice** effective skills, and **develop** your career and those of others. The skills and perspectives that you learn early in your career build and continue to serve you throughout each later stage.



**HARVARD
CATALYST**

Late Career *primarily a mentor*

Mid Career *both a mentee and a mentor*

Early Career *primarily a mentee*

Explore

Define your goals, values, interests, and personal definition of success.
Understand the need for a mentoring network.
Recognize the value that you can bring to a mentoring relationship.

Learn and Practice

Understand your responsibilities within a mentoring relationship.
Self-assess, seek feedback, and build skills in:
Communication (publications, presentations, posters, feedback, negotiation, networking etc.)
Funding your research and grant writing
Teaching
Technical skills in your research area
Time management
Research integrity
Mentoring others
Working on a diverse team

Develop

Build your network and seek out new connections.
Understand metrics of professional success.
Understand your institutional landscape and leverage available resources and opportunities.
Know where to turn for support when challenges arise.
Practice job search and interviewing skills.
Build your reputation.
Establish independence.

Explore

Reassess your goals, interests, and personal definition of success.
Reassess your mentoring network.
Redefine the value that you can bring to a mentoring relationship.

Learn and Practice

Hone leadership and mentoring skills necessary for running a lab and leading a diverse team.
Write grants to sustain research.
Review grants, publications, and posters and prepare your mentees for conferences.
Manage finances and identify talent.
Create a vision for institutional programs.
Manage your time and delegate.
Determine what type of feedback your mentees need and how to deliver it best.

Develop

Continue to build your mentoring network.
Understand career paths in C/T research.
Diversify your professional portfolio.
Advocate for your mentees and foster your mentees' networks.

Explore

Reassess your goals, interests, and personal definition of success.
Redefine the value that you can bring to a mentoring relationship.
Find fulfillment and firm your legacy.

Learn and Practice

Refine your administrative skills.
Transition to retirement (financial planning).

Develop

Grow your network (especially of mentees).
Advocate for those in your network.
Promote yourself as a resource.
Mentor established professionals.
Promote philanthropy for the institution.



<https://bit.ly/mentoringneeds>