

How to be a Great Mentee

“The Search” – Finding a mentor who is the right fit for your professional development

Step 1: Reflect and Write

1. Understand your core values and mission
Write a mission statement
2. Know your work style and habits
3. Identify knowledge and skill gaps
4. Be specific in desired opportunities and goals
Complete an Individualized Development plan (IDP)

Develop your
Vision and
Mission
Statement

- **Identify** your core values
- **Name** the population you serve
- **Set** your vision
- **Plan** how you will achieve your vision (Mission)

Actualize your
Vision and
Mission
Statement

- **Identify** activities that align with your mission
- **Review**, revise, and refine your mission statement
- **Enlist** others to help you accomplish your mission

My mission is to:

Li ST, et al. Using your Personal Mission Statement to INSPIRE and Achieve Success. Academic Pediatrics. 2017; 17(2):107-109.

Step 2: Spend time in the Search

Look for a mentor who:

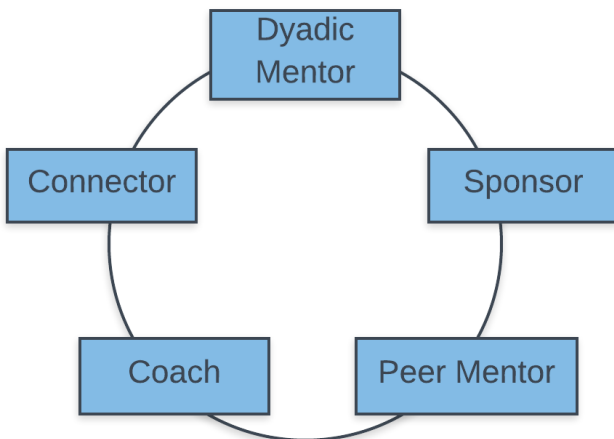
- is available and accessible
- helps mentee develop own agenda
- provides opportunities
- encourages mentee to take risks
- has mentoring experience

Next steps in my mentorship search:

- 1.
- 2.

Step 3: Create a mentoring team

Look for mentors with complementary strengths who can make different contributions to your development



Step 4: Build the relationship – Manage up!

1. Manage up
Set goals and expectations
Plan a meeting schedule and agenda
Summarize and follow through on tasks
2. Ask for (and accept) feedback)
3. Ask questions
4. Actively listen

To become a GREAT mentee, I need to:

- 1.
- 2.