

# Characteristics of the Mentor-Trainee relationship

*At its most basic level, mentoring guarantees the trainee that someone cares about them. Mentors provide their trainees with someone who is experienced and can help in any number of situations. The trainee has responsibilities to the mentor experience, including considering their own program seriously, and the mentor is not solely responsible for a student's success. Trust and communication are two areas of equal responsibility for both the mentor and trainee. In addition to the responsibilities suggested below, you will find many more relevant to your situation as you successfully mentor students.*

<b>TRAINEE (STUDENT) RESPONSIBILITY</b>	<b>MENTOR RESPONSIBILITY</b>
Flexible in scheduling	Availability and time to be a mentor
Available	Accessible
Respect and consider mentor's input	Best interest of trainees in mind
Communicate	Communicate
Trust is key	Provide safe environment built on trust
Know when to ask for help	Accept and process input from trainees
Watch for deadlines	Discuss points of conflict
Learn about campus resources	Provide training
Be aware of capabilities and stressors	Provide guidance for a career trajectory

## **TRAINEES SHOULD:**

- Be open-minded to learning new things
- Ask questions to clarify and gain knowledge
- Seek out opportunities to acquire requisite scientific skills in making presentations, implement new technologies, ethical conduct and writing papers
- Strive for independence in thinking, hypothesis generation, scholastic development, and experimental planning
- Identify career goals and complementary training opportunities' discuss with mentor.
- Prepare and meet timelines for accomplishing career goals
- Seek out advice from multiple sources
- Meet training objectives
- Develop individual learning plan

## **MENTORS SHOULD:**

- Demonstrate teaching style, pedagogy, and methodologies
- Evaluate and critique scientific method
- Foster socialization in professional situations within discipline
- Promote career development
- Guide through stages of independence towards graduation with a shift in roles
- Help form research plan and path for career development
- Create an environment of open communication and approachability
- Provide (or seek out) appropriate training in safe laboratory practices, ethical conduct, and regulations concerning use of research resources, human and animal subjects, and hazardous materials