ABCs of Mentoring

A. **Ask** open-ended questions to better understand mentees’ situations and insights.

B. Foster a sense of **belonging**.

C. Be **congenial, collaborative, cooperative, confidence-building**, and respect **confidentiality**.

D. Welcome **diversity** and celebrate the contributions this brings.

E. Advance **equity** and inclusion.

F. Seek and be open to receiving **feedback** from mentees about whether the relationship is meeting their needs and expectations.

G. Provide thoughtful and considerate **guidance** so mentees can bring their whole selves to the academy.

H. **Help** every mentee understand your role so they can, in turn, become effective mentors.

I. Foster **independence** appropriate for your mentee’s career stage.

J. Be explicit about challenges without being **judgmental**.

K. Get to **know** each other.

L. **Listen** actively.

M. **Model** how to give, as well as how to receive, critical feedback.

N. Help mentees **network** horizontally and laterally.

O. **Open** your door: mentees may respond well to occasional informal meetings.

P. Show mentees that you respect many **pathways** to success.

Q. **Question** your habituated practices: are they still relevant and can you flex to meet every mentee’s needs?

R. Open up about your **research** challenges and how you struggle with as well as how you solve problems.

S. **Share** expertise: point out pertinent articles, meetings, and opportunities.

T. Give **time** to be an effective mentor; it will give back to you many-fold.

U. Divulge the “**unspoken** expectations” of the discipline in inclusive group settings.

V. Provide guidance and feedback on **vision** as well as how to operationalize goals.

W. **Write** down your overall mentoring goals and return to the list occasionally.

X. Be **xenial** (rhymes with “congenial”) at conferences: introduce yourself to at least one person who is standing alone.

Y. Learn to say **yes** and no. Set parameters for your time and keep to them.

Z. It is better to say no than be a half-alive mentor-**zombie** to your mentee.