

Academic mentoring—how to give it and how to get it*

Background:

- Authors are in health policy & med ed
- Target audience: academic/research supervisors, dedicated mentors, early career professionals seeking mentors

Proposition:

- Mentoring is for the mentee, not the mentor, though severable by both
 - Guidance must be nonjudgemental, esp if rejected
- Mentors guide career choice among 4 options:
 - Clinical, teaching, research, admin (or mix)

Failed mentoring relationships:

- Lack bidirectional honesty
- Lack structure, regularity, and evaluable outcomes
 - Objectives should be defined, outcomes assessed
- Failure to define deliverables including timelines/time limits
 - Consequences for failure to follow through as promised
- Failure to define who gets credit for joint work resulting in conflict