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