

# Making the Most of Mentors: A Guide for Mentees

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## **A wealth of literature on mentoring from the mentor's perspective but little guidance to mentees**

- In order to have the most productive relationship mentee also needs to take responsibility for his or her part

### **Effective mentees “Manage up”**

- Mentee takes ownership of and directs the relationship
- Communicates needs after self-reflection on knowledge/skills gaps
- Communicates in the way the mentor prefers
- Plans and sets meeting agendas
- Completes assigned tasks
- Requests feedback
- Respectful of competing demands on mentors

### **Benefits to “Managing up”**

- Reduced burden on Mentor
- More satisfying/successful relationship