Pearls for Mentorship
(Adapted from Brigham and Women’s Hospital Mentoring Toolkit)

- Mentoring is a dynamic relationship between both the mentor and mentee
- Mentoring involves specific roles and responsibilities, as further outlined in the “Roles and Responsibilities Document” attached to this email
- There are various types of mentors, and a mentee may have multiple depending on their needs
- Similarly, there are varying types of mentees and pairings should be arranged according to goals, expectations, and needs
- It is important to structure your relationship and set expectations for both mentors and mentees. The attached documents will help you to accomplish this
  - Accountability should be upheld from both parties!
- Mentor/Mentee relationships should be periodically reevaluated and changed based on specific needs and goals
- Communications should be clear, regular, and freely open so that
  - Both mentor and mentee can ensure goals are being met
  - Differences can be comfortably discussed and dealt with
  - Roles and responsibilities can change and adapt with time
- Good mentoring should lead to broader networking within your field. This should allow for continued growth and development
- Mentoring can take place almost anywhere. Use today’s technology to find out where your comfort lies
  - Email, phone, video conferencing, in person, etc. are all viable options
- Use not only individuals, but also tools, worksheets, websites, etc. to develop and expand your mentorship
  - The Brigham and Women’s Hospital Mentorship Toolkit is a great example!
- Mentorship should be easy, comfortable, and fulfilling for all individuals involved
  - If it’s not, it’s time to reevaluate!