

Pro-Active Tips for Successful Mentoring Relationships

1. **Quit taking it personally (Q-TIP)** – Constructive criticism and failure are part of the research enterprise; use them to inform your next steps.
2. **Seek out a reality check** – Your perception of a situation may not match reality, so check in with a colleague before a misunderstanding occurs.
3. **Set goals and expectations together and re-evaluate them often** – It is important to set achievable goals and long term expectations; just make sure to revisit them going forward.
4. **Always be prepared for a meeting** – It is your responsibility to have all necessary meeting materials sent ahead of time if possible. If your PI wants an impromptu meeting, ask for a few minutes to collect your thoughts before sitting down.
5. **Ask for feedback but make sure you have several ideas on hand** – You will not know everything about a project but when seeking input you must also contribute.
6. **Seek out other advisors in addition to your PI** – This is a common practice that allows broader discussion with a non-invested party.
7. **Do not isolate yourself** – Be an active participant in your project, in your lab, in your community, and in your life. Introduce yourself to department administrators and staff.
8. **Realize that mentoring goes both ways** – As a rule of thumb in relationships, you get what you give. Treat your mentor as you'd like to be treated.
9. **Be honest and clear about your preferred mentoring style**—We all know you can't always get what you want, but asking increases the likelihood that you will.
10. **Remember that you are an adult and this is *your* career** – You are ultimately responsible for your actions and how your career progresses.
11. **Use the resources available to you** – The Ombuds Office and the Office for Postdoctoral Fellows are just a few of the resources you have to help you in your tenure here.