Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.

How the Program Works
1. Mentee selects up to 3 potential Mentors.
2. CVI matches Mentee with 1 Mentor and connects them.
3. Mentee and Mentor schedule a meeting.
4. Mentee provides Mentor and CVI with Goals for Mentorship meeting.
5. Before the meeting, Mentor reviews Mentee’s goals and the Mentorship Guidelines below.
6. Mentee and Mentor meet for 30-45 minutes.
7. Mentee provides Mentor and CVI with Mentorship Meeting Summary and Objectives.
8. Mentor follows up with Mentee when necessary.
9. After five months, CVI Reminds Mentee and Mentor to schedule their next meeting.

Benefits
- Mentored trainees are more likely to publish their research and win prizes than those who are not mentored.1,2,3,4
- Mentorship is associated with a higher probability of trainees pioneering their own research topics.5
- Having a panel of mentors lets you seek advice from different perspectives, grow your professional network, and receive additional support during challenges.6
- Women and individuals from underrepresented backgrounds are better integrated into STEM academic communities if they experience positive mentoring.1,6,7,8,9

Trainee Mentorship Program Assessments of IDPs have shown that they:
- Help you plan your career.
- Help you identify skills you have and abilities you want to develop.1,2
- Are correlated with greater reports of satisfaction and scientific productivity.3
- Really work!3,5,14,15

Create one now via AAAS or Stanford!

Mentorship Meeting
Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.

Mentorship Meeting
Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.

Individual Development Plans (IDPs)
Assessments of IDPs have shown that they:
- Help you plan your career.
- Help you identify skills you have and abilities you want to develop.1,2
- Are correlated with greater reports of satisfaction and scientific productivity.3
- Really work!3,5,14,15

Create one now via AAAS or Stanford!

Goals for Mentorship Meeting
Before your meeting, you will be prompted by CVI to complete a form asking you to describe up to three goals to:
- Give your mentor the opportunity to prepare their thoughts around how best to help you.
- Ensure you have a plan for what you want to discuss to use the time wisely.
- Put yourself in the mindset of reflecting on your ultimate career goals.
- Pre-planning makes mentorship meetings significantly more productive.1,2,10

Meeting Summary and Objectives
After your meeting, CVI will ask you to document both a summary of the meeting and a short and achievable set of objectives for the next six months. By doing so, you ensure that you get the most out of the advice and plans you develop with your mentor. Your conversation guides you in developing a set of objectives to pursue that will ultimately set you up for success.

Evidence-based practices, including reflection and structured feedback, have been shown to improve trainee success.3,11

Mentorship Meeting
Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.

Mentorship Meeting
Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.

Mentorship Meeting
Before the meeting: Make sure you prepare and share your goals for the meeting. Use tools such as an IDP to identify areas of personal or professional development.

During the meeting: Work with your mentor to identify opportunities and plans to make progress on your goals. Be open to their input, seek clarity of understanding, and try to identify concrete tasks you can make progress on.

After the meeting: Document what you have discussed and develop a short set of realistic and achievable objectives.