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.

Mission
The purpose of the CVI Trainee Mentorship Program is to better prepare early career cardiovascular scientists to succeed in their research, career, and personal goals.

What is mentorship?
Mentorship is a professional relationship between two individuals in a field, one junior and one senior, to support the personal and professional development of the more junior individual through career guidance and psychosocial support.

Benefits
- Mentoring allows you to improve academic performance within your community and create an environment that is both supportive and engaged.
- Individuals who are actively engaged in mentoring report new insights into management and coaching, increased personal fulfillment, and better career outcomes.
- Women and individuals from underrepresented backgrounds are better integrated into STEM academic communities if they experience positive mentoring.

Areas for Mentor Input
- Aid in preparation of the mentee's individual development plan and evaluate its progress.
- Provide critical input on grants and manuscript preparation.
- Provide a letter of reference, suggestions of ways to showcase trainee's success, or information about job opportunities.
- Participate in mock interviews, or give feedback on talks.

The Mentorship Meeting
Mentors will be provided with information about the trainee's goals before the meeting. Taking even a short amount of time to review this information can make the meeting significantly more productive.

During the meeting, review the trainee's progress on their goals and, in an encouraging way, help the mentees reflect critically about their plans, abilities, and ideas. Studies show that trust is improved when mentors encourage trainees to take the lead in goal-setting conversations.

Communication is facilitated by being open, encouraging, and actively listening to try to understand the mentee's needs. When mentoring relationships fail, poor communication is typically a root cause.

By being honest, transparent, and including information about challenges you have faced in your own career, trainees will develop confidence in themselves and trust in their mentors and community.