



A Student's Guide to Building a Strong Mentorship

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First things First

What is different between mentorship and teaching?

Why is mentorship important?

How do mentoring relationships form?

What is mentorship?

Mentoring relationships emphasize helping the **individual** grow and accomplish goals, and include **several approaches** to doing so

A mentoring experience may **provide professional and career development support**, and **psychosocial support**

Mentoring relationships are **personal** and **reciprocal**



Why is mentoring important?

Career Support

Helps mentees think critically about goals

Facilitates exploration of interests, abilities, beliefs, ideas

Reviews progress toward goals

Educates, evaluates, challenges mentees academically and professionally

Publicly acknowledges mentee achievements and advocates for mentee



Why is mentoring important?



Psychosocial Support

Encourages mentee, helps with problem solving

Helps to guide mentees' behaviors, values, attitudes

Allows mentees to see themselves as future practitioners

How do mentoring relationships form?

Informal Mentorship

A relationship that develops spontaneously based on mutual interest and interpersonal comfort

Formal Mentorship

A relationship in which a designated mentor and mentee are assigned to one another as part of an organizationally supported program.

Examples

- S-STEM Scholars Program
- Masters and Doctoral Programs
- Professional Engineer Licensing
- Medical Residency



How can I develop a meaningful mentorship?

Step 1: Set Mentorship Goals

Step 2: Identify Candidate Mentors

Step 3: Establish Shared Goals and Expectations



Step 1: Mentorship Goals

What are some academic/career related things that you want to accomplish in the **next 12 months**?

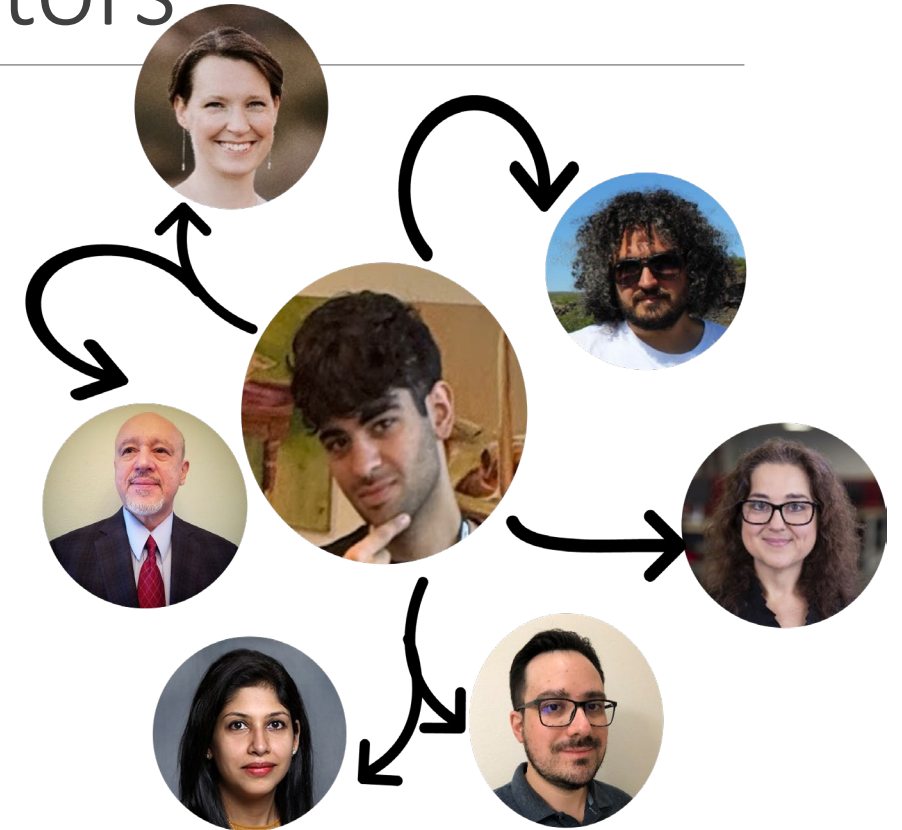
What are some academic/career-related things that you want to accomplish in the **next 3 years**?

How **can a mentor help you** to make progress toward those goals?

Step 2: Finding Potential Mentors

Consider finding someone

- in your field or a related field
- with a similar cultural or family background
- with similar interests or goals
- with a similar communication style
- with a similar sense of humor



Remember that you can have multiple mentors!

Networking with Purpose



1. Introduce yourself
2. State something you have in common, or what has drawn you to that person
3. Ask for one piece of advice or task (start small!)

What makes mentorships effective?

Aligned expectations

Mutual Respect / Trust

Shared purpose

Acknowledgement of individual needs and experiences

Professional Connections

Effective communication

Accessible / Available



Step 3: Mentorship Agreements

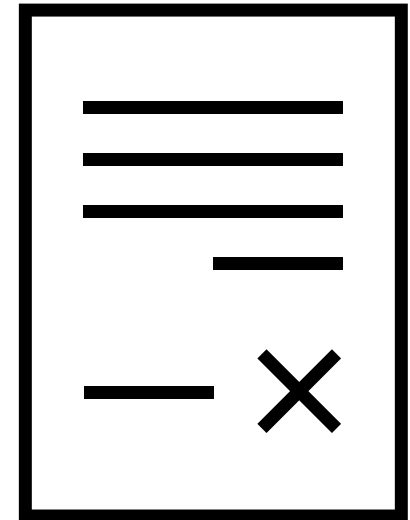
What are the **specific goals** of this mentorship?

What **steps** will you take to meet these goals?

How will you **meet** each other? (Frequency, location, scheduling)

How will you **communicate**? (Text/email, response time, emergencies)

What about **confidentiality**?



Closing Thoughts

Why is mentorship important?

What are two things that you can do to develop a meaningful mentorship?

Provide Your Feedback on:

A Student's Guide to Building a Strong Mentorship

Survey Link:

<https://airtable.com/appMqgBJxZT21jAQH/pagmQbCD9xT822xGW/form>

