

Mentoring Self-assessment Reflection Exercise: Are you aware of these fundamental features of good mentoring? Which features should you focus on most to be a better mentor?

Activity/Strategy	Question/Task	Example/ Answer	How could you improve on this feature of your mentoring?
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INTELLECTUAL TRAINING

*Showing leadership	As a mentor, what do you think are your best leadership qualities?		
Being available	Give an example of a strategy you use to make yourself available to students or staff		
Promoting self-directed learning	As a supervisor, where do you lie on the scale from 'micro-manager' to 'completely hands-off'?		
Teaching through questions	Describe how you last used Socratic questioning to guide a mentee's thinking		
*Showing enthusiasm for science	Describe an example of when you last communicated the joy you experience in doing science?		
Assisting skills development	Describe steps you take to develop the critical thinking, writing, and presentation skills of your students or staff		
*Being open-minded and creative	When was the last time you did some 'out of the box' thinking that connected different science ideas or people of different expertise in ways that benefited a mentee?		

COMMUNITY BUILDING

Building a scientific community	Describe a deliberate strategy you use to build an interactive, scientifically developing 'sense of community' in your research group		
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Networking	Describe your strategies for introducing students/staff to the network of scientists in your research area		
*Utilising collaborators and close colleagues	What is your best example of a student benefiting from access to your collaborators or close colleagues?		

PERSONAL RELATIONSHIPS

Appreciating individual differences	Give an example of an incident that illustrates your acknowledgement of individual difference within your research group		
*Displaying humour	Give an example of an incident where you caused someone in your group to laugh		
*Showing connectedness	Give an example of an incident where you showed empathy to someone in your group		
Celebrating	When and how did you last celebrate a worthy achievement by a student or staff member?		
Building a social community	Describe a deliberate strategy you use to build social cohesion in your group		

PERSPECTIVE

*Being conscious of mutual learning	List 3 of your principal mentees, and give examples of the science you have learned from each		
*Giving 'hard', even unwelcome advice	Describe an incident where you gave a mentee good but 'hard' advice (that was unlikely to be appreciated, at least initially)		
*Coevolving	Give examples of how your mentoring strategy has changed through your time with an individual graduate student, and over the course of your career?		
Mentoring for life	What proportion of your past students are you in regular contact with?		

Modified from Lee et al, 2007 Nature 447:791-797; (* indicates added features). Full paper at: Grogan, P, Eviner, V., and Hobbie, S.E. 2013. The Qualities and Impacts of a Great Mentor – and How to Improve your own Mentoring. Bulletin of Ecological Society of America 94:170–176. Open access at <http://dx.doi.org/10.1890/0012-9623-94.2.170>.