

## ATTRIBUTES OF A GOOD MENTOR\*

- Has a sincere desire and commitment to be a mentor
- Is a good listener
- Provides both critically positive and negative feedback (supportive and challenging)
- Is flexible and able to adapt to mentees' individual needs
- Is available and engaged
- Stays mindful of the needs of the mentee beyond formal mentor meetings
- Is empathic to the mentee's personal and professional needs and cultural background
- Shares/finds some common goals or background with the mentee
- Serves as a role model
- Feel/finds benefit in the relationship with the mentee
- Problem solves collaboratively
- Provides career coaching
- Is respected by peers and leadership
- Celebrates the mentee's accomplishments
- Is humble and self-reflective
- Reflects on how their own cultural background and personal history influence mentoring relationships

## ATTRIBUTES OF A GOOD MENTEE\*

- Is motivated
- Is curious and creative
- Is a good listener
- Is responsible and responsive
- Is able to work independently as well as in a team
- Receives feedback effectively and graciously
- Takes an active role in their own learning and professional development
- Engages in problem solving with the mentor
- Is resilient and open to multiple outcomes
- Actively assesses and communicates their changing needs
- Seeks/finds additional informal mentors
- Is humble and self-reflective
- Reflects on how their own cultural background and personal history influence mentoring relationships

\* For a more in depth review of attributes of successful mentoring relationships see Appendix: "Proposed Attributes, Example Objectives and Potential Metrics for Improving and Assessing Mentoring Relationships" taken from Pfund C, Byars-Winston A, Branchaw J, Hurtado S, Eagan K. Defining attributes and metrics of effective research mentoring relationships. *AIDS Behav.*2016;20:S238-S248.