

## MENTOR CULTIVATION

The mentor and mentee follow through on the expectations and timelines outlined in the Alignment Phase, modifying the specifics as the relationship develops. Mentoring teams become fully assembled with clearly defined roles to the career development needs and goals of the mentee. For the mentor, the Cultivation Phase means tailoring opportunities for your mentee that foster their growth and then providing the encouragement and agreed upon resources that empower them to become more independent.

### Mentor Responsibilities in the Cultivation Phase:

- Advise on what you know; admit what you do not and refer to others
- Provide relevant examples and resources
- Adapt to mentee's learning style
- Recognize mentee's strengths and areas of growth
- Provide constructive feedback
- Foster independence
- Respond to the changing need of your mentee
- Do not shy away from difficult conversations
- Celebrate success
- Revisit mentoring plans
- Evaluate progress and assess relationship

## MENTEE CULTIVATION

In the Cultivation Phase, the mentor and mentee follow through on the expectations and timelines outlined in the Alignment Phase, modifying the specifics as the relationship plays out. The mentoring team becomes fully assembled with clearly defined roles relating to your scientific and career development needs and goals. For the mentee, the Cultivation Phase means leveraging your strengths, cultivating your areas for growth, and communicating your needs as they change; it means seizing opportunities as they arise and following through with intentional action.

### Mentee Responsibilities in the Cultivation Phase:

- Actively listen and contribute to conversations
- Acknowledge your weaknesses and build from your strengths
- Work to understand how your identities and differences shape your experiences
- Accept and reflect on constructive criticism
- Don't shy away from difficult conversations
- Follow through on tasks and meet deadlines
- Communicate your changing needs
- Celebrate successes
- Evaluate progress and assess the relationship

Source:

UW Institute for Clinical and Translational Research Mentoring  
<https://ictr.wisc.edu/mentoring/mentors-cultivation-phase-resources/>