

Suggestions for How To Be A Good Mentor

Daniel Jeske, Professor and Vice Provost

University of California, Riverside

1. Academia - Students

- Discuss expectations
- Technical guidance and vetting
- Resist the temptation to do it yourself
- Give them the limelight
- Discover their capabilities
- Be responsive
- Establish deadlines
- Jumpstart writing projects
- Don't avoid difficult conversations
- Distance traveled versus destination
- Be encouraging after setbacks
- Rehearse their presentations with them
- Help apply for awards
- Use of meeting minutes
- Recognize basic needs



1. Academia – Faculty Colleagues

- Identify fits for research collaboration
- Pre-review papers and proposals where possible
- Align them with leadership opportunities
- Coordinate networking opportunities
- Discuss their teaching with them
- Share your experience with what the department and campus value
- Help them navigate personalities
- Collaborate with co-advising roles of graduate students
- Discuss campus policies, procedures, and politics
- Champion award nominations



1. Academia - Staff

- Acknowledge contributions
- Personable interactions
- Good listening skills
- Empower with responsibility
- Provide job aids where possible
- Nominate for “spot awards”
- Discuss career options
- Provide constructive feedback



2. Industry Accents

- Help with domain knowledge
- Recommend training options
- Encourage professional development
- Keep mentees busy enough
- Regularly scheduled check-ins
- Internal career coaching
- Assimilation to community



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all
- Build a culture in your unit for mentoring – lead by example



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all
- Build a culture in your unit for mentoring – lead by example
- Respect boundaries



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all
- Build a culture in your unit for mentoring – lead by example
- Respect boundaries
- Remember to step back so your mentees can step up



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all
- Build a culture in your unit for mentoring – lead by example
- Respect boundaries
- Remember to step back so your mentees can step up
- Remember that successful mentoring relationships are bi-directional



3. Overall

- Pay some attention to gender and ethnicity balance in your mentees
- Understand that mentoring is valued and being good at it carries rewards
- If you aren't committed to being a good mentor it is better not to do it at all
- Build a culture in your unit for mentoring – lead by example
- Respect boundaries
- Remember to step back so your mentees can step up
- Remember that successful mentoring relationships are bi-directional

