

# Preparatory Exercises

## NIH-HHS Mentoring Program

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Below are some reflective questions to use as preparatory exercises for participation in a NIH-HHS Mentoring Program relationship.

We would appreciate your taking the time to ponder and respond to the questions below. These can serve as launching grounds for your early communications with your respective mentor/mentee. This will include discussing the commonalities and/or differences among your responses, and a discussion of how mentors and mentees may work together to facilitate an effective mentoring relationship that fulfills both parties' needs.

### For Mentees Only:

- Name 3 to 5 expectations that you have for your mentoring relationship.
- Describe why these expectations are so important to you.
- Describe your view of an ideal mentoring relationship.

### For Mentors Only:

- Name 3 to 5 reasons why you chose to become a mentor.
- Consider motivations that might underlie each reason you have identified and identify your primary motivation for mentoring.
- Name one major expectation that you have for the mentoring relationship.

Please also contemplate the following questions on your own:

### For Mentees Only:

- How do you typically learn? Are you a proactive learner, or a passive learner?
- What are some ways that you have tried to increase your knowledge of or stay current with trends in your field?
- What are some examples of ways that you can gain knowledge from more knowledgeable people?
- Have you had an experience in which you received advice that did not match your needs or situation?
- What was its impact on your feelings? What did you ultimately do?

### For Mentors Only:

- Can you remember a time in which you facilitated another person's learning?
- What factors positively or negatively impacted your efforts?
- What did you feel or learn as a result of that experience?
- What would you have done differently?
- What are specific things that you can and are willing to do to help the individual with whom you are paired?