

# Worksheet: Renewing the Practice of Mentorship: Deepening Purpose and Practice

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## Activity: Mapping Your Mentoring Emphasis

**Instructions:** Identify what roles you currently spend the most time or energy with mentees:



### Questions for reflection:

1. Which roles come most naturally to you? What makes them so?
2. Are there roles that you find particularly challenging? What makes them so?
3. Are there functions that get less of your attention? Why?
4. Are there roles you wish your mentees recognized more?

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### Activity: Revisiting the Roles

**Review the following roles in your group or round-table and discuss the questions that follow.**

#### **Roles:**

- Teacher: How do you intentionally teach skills or knowledge in ways that match your mentee's learning needs?
- Advisor: How do you offer guidance that is tailored to your mentee's goals rather than based solely on your own experiences?
- Sponsor: How consciously do you create or open opportunities that increase your mentee's visibility and advancement?
- Coach: How do you help your mentee set goals and build strategies while allowing them to make their own decisions?
- Role Model: How consciously do you model balance, inclusivity, and ethical conduct?
- Counselor: How do you provide space for your mentee to reflect on challenges while staying within appropriate boundaries?
- Supporter: How do you affirm your mentee's strengths and progress in ways that build confidence and capability?
- Friend: How do you express care and empathy while maintaining professional boundaries?

#### **Questions for Discussion:**

1. How do *you* currently enact this role?
2. What does strong, intentional performance of this role look like?
3. What boundaries matter for this role?
4. What makes this role hard to enact well?
5. How do practices in these roles change as mentee's needs change due to training/career stage and other dimensions of diversity?

### Developmental Network Map

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### **Career Mentors**

(Provide advice, introduction, expertise, and/or resources)

### **Personal Mentors**

(Provide modeling & advice for personal life)

### **Sponsors**

(Connector who provides challenging and visible roles / leaders in field)

### **Similar Work Peers**

(Colleague within similar disciplines who may support your development)

### **Supporters**

(Colleagues who praise and support your efforts)

### **Mentees**

(Individuals you are helping develop)

### **Friends**

(Provide emotional support, balance, & fun)

### **Complementary Peers**

(Colleagues whose work intersects with yours in your field and across fields)

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## **Personal Action Reflection**

**Take 2 minutes and consider:**

- **One role you want to strengthen.**
  
- **One action you will take in the next 3 months to strengthen it.**