

WIMS Mentorship Survey--2023

Respondents

13 respondents

Most were mid-career (at least 8 years—AAMC definition)

Most were interested in both being mentored and mentoring

- But many wanted training about how to mentor!

Wish List

- Desire to mentor and be mentored is outside one's department
- Overwhelming desire for one-on-one mentoring vs workshops, other group settings
- Wishes for mentoring on career trajectory, leadership, promotion and tenure
- Wishes to mentor in early career, onboarding, work-life integration / wellness

The Mentoring Relationship

What Works



Open communication



Shared goal setting



Commitment



Knowing each other on a more personal level



Mentoring through it all, good and bad

What Doesn't

- Lack of follow-up
- Schedule mismatches / sustainability
- Only mentoring in "the good times"
- When it feels more like a chore than an enrichment