WIMS Mentorship Survey--2023

Respondents

13 respondents

Most were midcareer (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

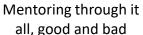
Shared goal setting

Commitment





Knowing each other on a more personal level



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