

Mentor-Mentee Resource Guide

UCSF Military-Affiliated Health Scholars Mentorship Program



Student Veteran and Military Support Services

500 Parnassus Avenue, Millberry Union, 100W

San Francisco, CA 94143

veterans@ucsf.edu

veterans.ucsf.edu

Welcome to the Military-Affiliated Health Scholars Mentorship Program. We are thrilled you are either enrolled as a mentee or mentor.

This guide is a great resource in how to navigate a mentor/mentee relationship.

If you need assistance, please do not hesitate to reach out to Alece Alderson (alece.alderson@ucsf.edu) or Student Veteran and Military Support Services (veterans@ucsf.edu).



The Military-Affiliated Health Scholars Mentorship Program was created to support UCSF veteran and military affiliated students by connecting them to faculty, staff, alumni, postdocs, and residents. Mentors can bring in a fresh perspective, serve as a source of inspiration and help mentees navigate their academic and professional endeavours.

The most significant factors in navigating through degree programs is having good mentorship. This is particularly salient in graduate/professional school, where students are socialized in the implicit culture of their professions.

This mentorship program is intentional and dedicated to finding the best match possible.

If you have questions or feedback about your experience regarding the Military-Affiliated Health Scholars Mentorship Program contact Student Veteran and Military Support Services.

Mentorship

Mentorship provides:

- Professional development
- (Emotional) support
- Intellectual community
- Information resource
- Role models
- Accountability
- Sponsorship
- Access to opportunities
- Reciprocity
- Impartial sounding board
- and more...



Mentorship – What are the benefits?

As a mentee

- Being able to change/achieve your goals more quickly and effectively than working alone
- Building a network of expertise to draw on can benefit both yourself and others

As a mentor

- Mentoring is voluntary but extremely rewarding
- Can benefit your own skill development and career progression
- Seeing your mentee succeed and grow both professionally and personally
- Learn more on what makes a [good mentor](#)

Mentorship – What makes a great mentee?

- Be worth the time and energy
- Understand that you contribute to the relationship
- Know what you want and ask for what you need
- Be prepared and personable
- Take action on the advice
- Show gratitude, honesty, and respect
- Add value to the mentee/mentor relationship
- Learn more on what makes a [good mentee](#)

Navigating the Mentorship Experience

Once paired it is important to set up an introductory meeting within two weeks of being matched to get the process started. Figure out if the introductory meeting should be best in person, phone, or online (e.g. Skype/Zoom).

Steps to a Successful Mentorship Experience

Creating Joint Goals and Expectations

Successful mentorship experiences stem from setting clear goals and expectations for one another. During your initial meeting spend time discussing expectations of each other.

- What are your expectations, hopes, and goals from each other?
- What method of communication works best for you? (text, emails, phone, skype, zoom, etc.)
- How often should you meet? (Set realistic availability—some mentors meet once a week, while others may meet once a month or quarter. There are no prescribed amounts of time; do what works best for your pairing)
- How will you spend your one-on-one time together?
- How much notice should be given if you need to cancel a meeting? If you do need to cancel a meeting how should you contact one another?

Initial Meeting

Suggested questions to ask during initial meeting (both mentee & mentor).

- What does it mean to you to be a veteran or a military affiliated service member?
- What motivated you to join the military?
- How has your experience helped you transition to graduate/professional school?
- What led you to UCSF and choosing a health profession career?
- What were your concerns when transitioning from military life to graduate school?
- What are your professional interests and goals?
- What are your hopes, dreams, aspirations, and fears? (If comfortable sharing)

Tips for Mentors*

- Don't be afraid to assign homework in between meetings
- Hold your mentee accountable for action items
- Tell your story about how you got to be where you are today
- Share your successes and failures
- Don't assume anything about your mentee
- Celebrate their achievements big and small

Tips for Mentees

- Nurture your mentorship relationship
- Follow up with mentors
- Communicate and let your mentor know your professional goals
- Remember a mentee can have more than one mentor
- You don't always have to follow a mentor's advice but listen to it and evaluate if it is best for you

*More tips for mentors can be found the [UCSF Alumni page](#)

Navigating a Failed Mentorship Relationship

Reasons for a Failed Mentorship Relationship

- Poor communication
- Lack of open communication and/or failure to communicate tactfully
- Inability to listen
- Lack of commitment
- Personality differences
- Conflict of interests

What Happens if a Mentor/Mentee Pairing Loses Contact or is Not a Good Fit? This happens sometimes, but it is best to address the issue early on rather than to leave someone hanging or unresponsive. Life sometimes becomes busy and a mentor/mentee may become limited with the time and attention that a mentorship needs. Discussing early on how to address if a mentor/mentee relationship isn't working, will help alleviate the pressure when/if it is time to make a decision. If a mentor or mentee is feeling trapped and is seeking advice on how to end a mentorship relationship, please email Alece Alderson (alece.alderson@ucsf.edu) or Student Veteran and Military Support Services (veterans@ucsf.edu).