

## TOOLS FOR MENTORING

### CHARACTERISTICS OF "SUCCESSFUL" ACADEMIC FACULTY MEMBER

Directions: Mentee Completes worksheet for discussion with mentors. Use the following scale: Mostly True = M Somewhat True = S

ITEMS		Ratings		MENTOR NOTES
COLLEAGUES		M	S	
1	Associate/collaborate with distinguished colleagues in your field			
2	Have a colleague network which includes senior colleagues, peers, administrators and staff			
3	Collaborate with colleagues on writing, teaching, research and/or administrative tasks			
4	Regularly obtain guidance and feedback from a senior colleague(s)			
5	Maintain regular contact with professional colleagues outside your institution			
6	Borrow resources from colleagues pertinent to a new assignment (e.g., lecture notes and slides).			
<b>ENVIRONMENT</b>				
7	Local peers who are academically productive			
8	Supportive work climate (e.g., colleagues, available resources)			
9	>=75% of time protected for academic pursuits			
10	Institution supports your pursuit of topics which you deeply value.			
11	Direct report (chair, division chief) appreciates and values your work			
<b>PERSONAL STYLE/MANAGEMENT</b>				
12	Academically productive during first five years of your appointment (past predicts future unless significant changes in other dimensions (e.g., environment)			
13	Arranges blocks of uninterrupted time to work (But also works in small bursts of time – doesn't put off all work waiting until you have a big block).			
14	Initially focuses work on single project then moves to pursuing several projects simultaneously			
15	Has set personal vision, mission, and goals, pursuing topics about which you have a passion.			
16	Perceive that you have some autonomy			
17	Take risks			
<b>CITIZENSHIP</b>				
18	Regularly attend national meetings			
19	Active in regional/national organizations			
20	Strategically active on local medical school/university committees, working groups, curricular decisions			

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Modified from: Bower D, Diehr S, Morzinski J, Simpson D. Mentoring Guidebook: Using Support, Challenge and Vision to Guide Colleagues Towards Academic Success. 1999