

Identifying Mentoring Needs: Mentoring Mosaic Activity

Background: While the appropriate utilization of mentors is an important aspect of career success, some mentees have difficulty identifying who their mentors are. This activity allows participants the opportunity to reflect broadly on their network (mosaic) of mentors and identify areas for mentoring needs.

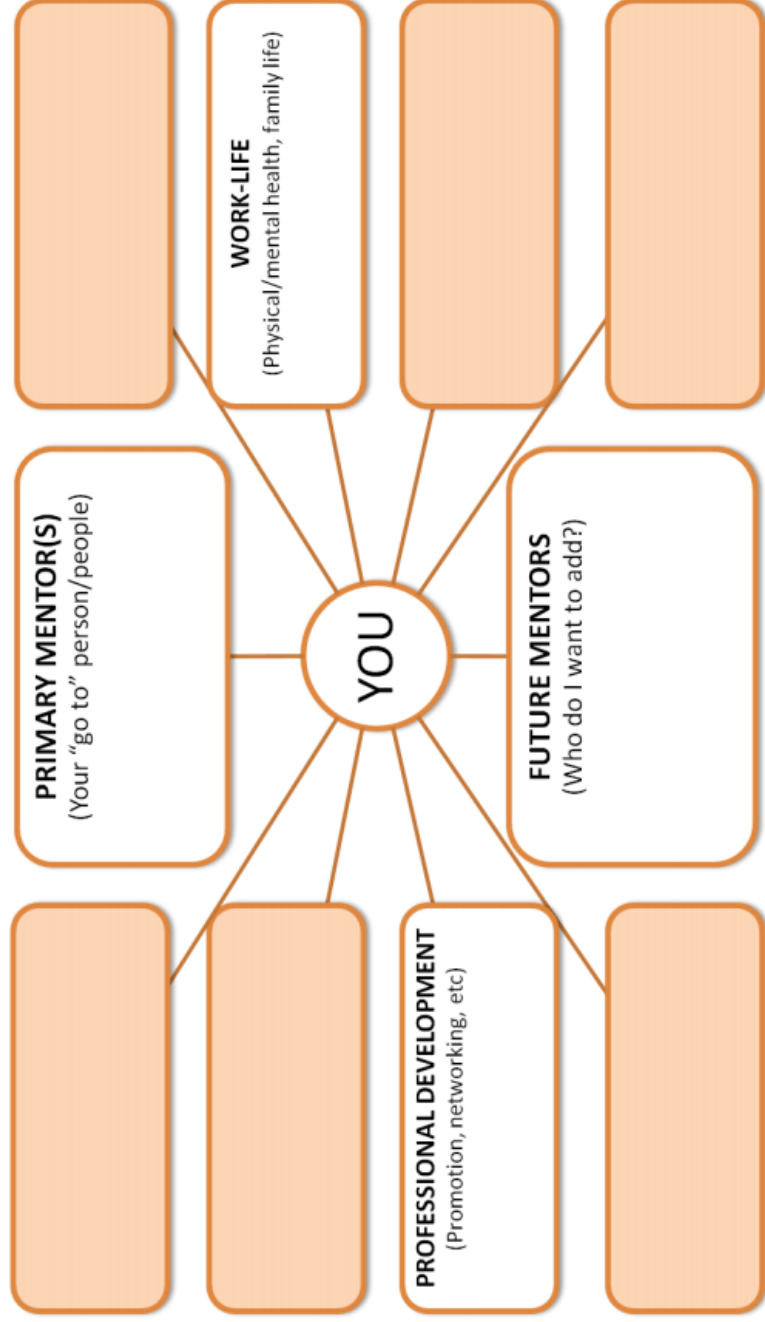
Guidelines for use: Participants should individually complete the “Mentoring Mosaic” worksheet, then discuss strategies to recruit additional mentors with peers or with a senior mentor.

Each box represents a domain in which someone might need mentorship. The four white boxes are pre-populated with domains that are universal to all physicians. These include Primary Mentors, Work-Life Mentors, Professional Development Mentors, and Future Mentors. The remaining orange boxes are intentionally left blank so that participants can enter mentoring domains specific to their needs. Participants are encouraged to think broadly about the mentorship they engage in. Mentors can be one’s junior, peer, or senior. Mentors can also be internal to one’s institution or external (either regional or national). Lastly, not all mentors need to come from the field of medicine. An outside perspective can be invaluable to a mentee

If a participant notices that a single mentor shows up in all of their domains it would be best to strategize ways to rely less on the same person (relying on the same person for all of your professional needs puts the mentor at risk for mentor fatigue). Some participants might have difficulty identifying mentors or domains in which they need mentorship. Below is a list of areas where participants might have mentoring needs. In these areas they should think to themselves, “If I needed assistance in this area, to whom would I go to for advice?”

- Research skills (manuscript preparation, poster preparation, developing research questions, grant writing and management)
- Information technology/Computer literacy (Data collection and management, Microsoft suite, etc.)
- Clinical and procedural skills
- Professionalism, communication and interpersonal skills
- Curriculum development
- Medical education (e.g. residency program management)

Mentoring Mosaic



1. Place the initials of your mentors in the box that describes how they mentor you. The same person can be used multiple times.
2. After each set of initials, add a dash (-) and indicate whether they are senior (S), peer (P), or junior (J).