**Mentoring and mentee -expected outcomes**

Clear Goals of mentor and mentee- to allow for Adaptive mentoring

Skills I can help you with. What are you skilled at and what are your limitations?

1. Critical thinking
	1. Evaluate the literature and comprehension
	2. Trouble shooting
	3. Ask yourself if what you are doing makes sense
	4. Know when to ask questions – and ask many
2. Science writing
	1. terminology
3. Research
	1. Lab skills-bench
	2. Animals skills
4. Oral communication
	1. Elevator talk about your research
	2. Scientific presentation
5. Analytical skills-
	1. Trouble shooting
6. Quantitative
	1. Statistics

Expectations

1. Send email updates (weekly or monthly as discussed): what you have been working on and what you plan to do next week. Include what you need, what looks weird, what is broken
	1. Maintaining communication – reply to emails promptly (within 48hrs) and let me know if you are going to be able to attend meetings – texting is fine too for communication
2. Lab meetings are required- read the material ahead and come prepared to actively participate in the discussion
3. Be organized – bring Notebooks and writing tools are required during meetings, write down your schedule
4. Read background papers about the project and protocols – be prepared to discuss
5. Be independent – I will be away periodically and I expect you to get things done
6. Respect the lab area and your colleagues – keep it neat and clean. Return equipment where it came from as soon as you finished using it. Let me know if something breaks or runs out or you need something we do not currently have
7. Challenge yourself by presenting your work and reading new literature
8. Help each other succeed- sharing ideas and physically with experiments
9. Professional development – share your science with non scientists
10. Give me up to two weeks to review your papers, posters and presentations
11. Give me two weeks to write letters of recommendations and include your CV, place and due date.
12. I have an open door, email, phone call and text policy on all fronts-let me know what style of communication you prefer. Feel free to ask for additional support
13. I will be your advocate and mentor – use my experience to help you in your career