

## Mentoring Conversation Starters

This is a *suggested* list of items for discussion that covers the 4 key areas of evaluation in academics [research, teaching, service, professional competence] and 2 key personal areas of mentee satisfaction and well-being. This may be useful to get the conversation started and to lead your conversations to areas that your mentee may need guidance.

Listening is often the most helpful thing you can do as a mentor.

### 1. Satisfaction:

How does the mentee feel they are going with their work & career?  
Is there an area they feel is not working as well as others?

### 2. Professional competence:

How does the mentee feel they are doing with the clinical workload?  
Are they struggling with volume / complexity?  
Do they feel work is unfairly distributed?  
Are they building relationships with clinical colleagues?

### 3. Teaching:

Are they lecturing to medical students /residents/fellows?  
Have they been receiving feedback from their section chief about this?  
How have their teaching evaluations been going?  
Do they want / need help with lecturing skills? - Have they taken the speaking course?

### 4. Research:

How are they progressing?  
Are publications moving forward, grant applications, abstracts, research days happening?  
Do they receive appropriate credit for the work they do (co-authorship, etc.)?  
Do they have sufficient research opportunities (collaboration possibilities)?  
Do they have access to the research support that they need (equipment, personnel)?  
Do they perceive any barriers to what they want to achieve?

### 5. Service:

Is the mentee on any committees in their section /department / hospital?  
Is there some involvement with professional societies? Journal reviewing?  
Are they doing too much of this?

### 6. Well-being:

How do they feel about their role at UCSF - are they happy here?  
Is their section leader supportive?  
Is there something we can help you with?

