

Mentorship Map

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Example Categories:

Industry-Specific Knowledge: individuals who support developing knowledge of industry-specific trends and practices related to their organization or field.

Leadership and Management Skills: individuals who support development of leadership or supervision skills such as team management, strategic thinking, communication, problem-solving, decision-making, and conflict resolution.

Skill Builders & Shadowing: Individuals who provide guidance on building skills you would like to obtain or sharpen as well as individuals who are in roles you would like to shadow (for skill building and for future career pathways).

Access to Opportunities: Individuals who provide resources and guidance for future professional and personal opportunities that are internal and external.

Feedback for Growth: Individuals who provide feedback that advances work in a meaningful way such as feedback on written drafts, oral presentations, job materials, etc.

Career Guidance & Strategic Partner: Individuals who provide support and strategic thinking around career pathway development, career exploration, and guidance on navigating next steps in career.

Intellectual Community: individuals who promote intellectual growth and creativity through the open exchange of ideas both inside and outside of your department.

Sponsorship: Individuals who provide direct connections to opportunities using their influence and networks.

Public Engagement and Outreach: individuals who identify and encourage participation in volunteer opportunities that have impact beyond the university such as lectures to broader public, diversity, equity, and inclusion, etc.

Role Models: Individuals whose behavior, example, or success you want to emulate.

Safe Space: individuals who create and support space that fosters confidence and protects from exposure to discrimination, criticism, harassment, or any other emotional or physical harm.

Personal and Emotional Support: Individuals who help you thrive while fully experiencing the diverse range of human emotions, experiences, and vulnerabilities.

Friends or Family

Other: individuals/groups/organizations that are supportive of your mental and physical well-being