

Postdoctoral Scholar  
Mentorship Map

Academic and Training

Scholarship, Research,  
Innovation and Entrepreneurship

Professional Development  
(teaching, technical, regulatory, etc.)

Substantive Feedback

Access to Opportunities

Professional

Intellectual Community

Sponsorship

Career Guidance and Coaching

Public Engagement & Outreach

Name

Well-Being

Role Models

Safe Space and Resources

Personal and Emotional Support

Family and Friends

Professional Network

Other

### Academic

- **Scholarship/Research Support:** Individuals who support and guide research and scholarship activities (internal/external mentors, readers).
- **Teaching Support:** Individuals who provide support and guidance for teaching endeavors.
- **Substantive Feedback:** Individuals who provide feedback that advances work in a meaningful way such as feedback on written drafts, oral presentations, etc. (departmental, field, professional editor).
- **Access to Opportunities:** Individuals who provide connections to internal and external opportunities such as teaching, fellowships, grants, etc. (internal/external mentors, peer mentors).

### Professional

- **Intellectual Community:** Individuals who promote intellectual growth and creativity through the open exchange of ideas both inside and outside of your department (readers of early ideas, rough drafts, fairly polished work, final editing).
- **Sponsorship:** Individuals who provide direct connections to opportunities (e.g., job interviews, speaking engagements) using their influence and networks (senior faculty in the department/field).
- **Career Guidance:** Individuals who support job planning and preparation which can include career exploration, job application materials review, interview preparation (e.g., administrators, unit heads, VPRI).
- **Public Engagement & 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..

### Well-Being

- **Role Models:** Individuals whose behavior, example, or success you want to emulate
- **Safe Space:** A place or environment 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**
  - **Family**
  - **Other:** Individuals/groups/organizations that are supportive of your mental and physical well-being.