

## How to Find a Mentor

Mentoring is a critical component to faculty success, satisfaction and retention. Historically mentoring was conducted using the dyad approach. However, it is often difficult and unrealistic for faculty to identify a single mentor who can support their professional developmental needs throughout their careers.

The checklist below is intended to give faculty guidance as to how to find mentors, be it a long-term, ongoing relationship, or a micro-mentoring short-term relationship, with individuals both internal and external to their division, department, school, or university.

- Complete an **Individual Development Plan (IDP)** to identify developmental needs and goals.
- Complete the **My Mentoring Network** worksheet to identify individuals who may provide guidance for your developmental needs and support your goals. Update as you identify new mentors.
- Search databases available to faculty within SMHS and GW that may share your professional interests (e.g., research):
  - SMHS Faculty Research Database: <https://www.gwumc.edu/smhs/research/search.cfm>
  - GW Expert Finder: <https://expert.gwu.edu/>
  - GW OVPR PIVOT: [pivot.proquest.com/funding\\_main](pivot.proquest.com/funding_main)
- Make yourself 'searchable' – create a profile on LinkedIn, PIVOT and other networking sites Network!
- Attend workshops, grand rounds, lectures, and other events inside and outside of your department, division, or school where you may meet colleagues with shared interests
- Join professional organization(s) related to your teaching, research or clinical interest(s) – and check to see if they offer a mentoring program among members
- Explore the National Research Mentors Network (NRMN): <https://nrmnet.net/>
- Create an informal peer mentoring group
- Join or start a special interest group around a shared area of teaching, research or clinical interest(s)
- Volunteer to serve on a division, department, school, university or professional organization committee