Mentoring is a one-on-one relationship between an experienced professional (mentor) who shares their knowledge, skills and experience with a less experienced professional (mentee) to support their academic and career progression.

At Northwestern, faculty mentors play a crucial role in the success of graduate students, other faculty, and post-doctoral fellows. In addition, pre- and post-docs learn from their mentors how to mentor others, and participate in a "mentoring chain" that incorporates undergraduates, master’s students, and earlier-career doctoral students.

The mentor should experience the satisfaction that comes from:
- Strengthened by the experience
- Able to see things with greater clarity
- Having a defined career path
- The professional skill set to move forward independently

The mentee should feel:
- Giving back.
- Sharing how you’ve used your mentor’s advice.
- Changing introductions, services and assistance offered.
- Seeing success.
- Building stronger networking contacts.
- Having an honest interest in your mentee’s chosen career path.
- Jointly set goals and clear expectations.
- Guide, encourage and support your mentee in their academic and personal life.
- Be a role model, share experiences and demonstrate personal integrity.
- Teach mentors how to learn from their mistakes.
- Make relevant introductions and create opportunities for collaboration and professional development.

At the end of the mentoring process, the mentee should:
- List the tools from which you will benefit.
- Associate Dean Tracy Davis has created the following tools to help you excel. We encourage you to explore the list below and discover the tools from which you will benefit.
- Tools for Mentors:
  - Planning the first meeting with your new mentee.
  - Research compacts.
  - Lifes for T32-funded postdocs and others.
  - Best practices for mentors of PhD students.
- Tools for Mentors:
  - What Kind of Mentor Are You?
  - "Mentor Expectations" self-questionnaire.
  - Cultivating relationships with mentors.
  - Optimizing relationships with advisors.

At Northwestern University, we encourage you to explore the following resources to help you excel:
- "Mentor Your Undergraduate Student".
- "Mentor Your Graduate Student".
- Mentoring workshops for mentors of graduate students and postdoctoral fellows.
- Specific school-based programming.
- FSM departmental training.
- Workshop on ethics in the field.
- Research compacts.
- What kind of mentor are you?
- "Mentor Expectations" self-questionnaire.
- Optimizing relationships with advisors.

The mentor should experience the satisfaction that comes from:
- Giving back.
- Knowing they’ve positively guided another towards their own self-discovery.
- Knowing they’re actively participated in the chain of knowledge.

We encourage you to explore the list below and discover the tools from which you will benefit.