

MORE WOMEN IN RESEARCH

'Learn and lead together'

Mentorship

***Module 2: Building Mentorship
Relationships***



MODULE 1 RECAP

1. **Mentorship is a developmental relationship** in which one person supports another person's personal, academic or professional growth through guidance, reflection, encouragement and shared experience.
2. Mentorship is built on trust, respect and shared responsibility.
3. Different mentors provide different kinds of support - no one mentor can meet every need.
4. Your mentoring needs will change as your career evolves.
5. Great mentoring relationships are intentional and require active participation from both mentor and mentee.
6. Mentorship is a cycle - you will benefit from mentors today and have opportunities to mentor others in the future.

UNDERSTAND • **BUILD** • SUSTAIN

Meaningful Mentoring Relationships for Research Excellence



***Self-
Reflection***



***Support
Networks***



***Trust &
Communication***



***Purposeful
Planning***



Taking Action

MODULE 2 LEARNING OBJECTIVES

By the end of this module, you will be able to:

1. Reflect on your professional goals and identify the mentoring support you need.
2. Develop a personalised support network aligned with your career aspirations.
3. Build mentoring relationships based on trust, communication and shared expectations.
4. Use practical tools—including a Research Mentorship Roadmap and Mentoring Partnership Agreement—to plan and strengthen mentoring relationships.
5. Take intentional steps to support your ongoing professional growth through mentoring.

TOOLS TO SUPPORT YOUR JOURNEY

By the end of this module, you'll have two practical resources to support your mentoring journey.

Tool 1: My Research Mentorship Roadmap

A personal guide for planning your development and identifying the support you need.

- Completed by you
- Helps you clarify your goals and mentoring needs
- Updated as your career evolves

Tool 2: Mentoring Partnership Agreement

A guide for discussing shared expectations.

- Completed together with a mentor
- Used to establish goals, communication and expectations with your mentor
- Helps build a strong mentoring relationship

Together, these tools help turn mentoring into intentional action.

YOUR MENTORSHIP ROADMAP

Throughout this module you'll build your own Research Mentorship Roadmap in five simple steps.

- **Step 1: Knowing Yourself**

- **Where am I now?**
- Knowing yourself helps you identify what support you need.

- **Step 2: Setting Your Direction**

- **Where do I want to go?**
- Clear goals help you build purposeful mentoring relationships.

- **Step 3: Building Your Mentoring Network**

- **Who can help me?**
- Understanding your needs helps you identify the right sources of support

- **Step 4: Building Strong Relationships**

- **How do we work together?**
- Trust, communication and shared expectations help mentoring relationships thrive.

- **Step 5: Taking Action & Growing**

- **How will I keep moving forward?**
- Mentorship is an ongoing journey of action, reflection and growth.

REFLECTION

Looking Ahead



If you could change one thing about your professional development over the next year, what would it be?

STEP 1: KNOWING YOURSELF

Where am I now?

Knowing yourself helps you identify what support you need.

Before identifying mentors...

- know yourself.
- know your strengths.
- know your development needs.
- know where you want to grow.



ROADMAP CHECKPOINT

Complete Step 1: Knowing Yourself

STEP 2: SETTING YOUR DIRECTION

Where do I want to go?

Clear goals help you build purposeful mentoring relationships.

Setting Your Direction:

- Longer-term aspirations
- Short-term goals
- Areas that matter most
- Goals that would benefit from mentoring



REFLECTION ACTIVITY

Imagine it is five years from now...
What would success look like for you?

Leadership

Balance

Student supervision

Publications

Research funding

Personal fulfillment

Collaborations

ROADMAP CHECKPOINT

Complete Step 2: Understanding Your Needs

STEP 3: BUILDING YOUR SUPPORT NETWORK

Who can help me?

Understanding your needs helps you
identify the right sources of support.



REFLECTION

Who could help you achieve your goals?

Think about the goals you identified in Step 2.



For each goal, ask yourself:

- What support do I need?
- Who already provides this support?
- Where are the gaps?
- Who else might help?

YOUR SUPPORT NETWORK IS UNIQUE

Strong mentoring networks are built intentionally

It should reflect:

- Your career stage
- Your goals
- Your interests
- Your values
- Your changing needs



The strongest support networks combine different people with different strengths.

ROADMAP CHECKPOINT

Complete Step 3: Building Your Support Network

STEP 4: BUILDING STRONG MENTORING RELATIONSHIPS

How do we work together?

Trust, communication and shared expectations help mentoring relationships thrive.



SETTING EXPECTATIONS

Good mentoring relationships begin with clear conversations.

Discuss together:

- What are our goals?
- How often will we meet?
- How will we communicate?
- What are our respective responsibilities?
- How will we know if the relationship is working?



Consider capturing your shared expectations in a simple mentoring agreement.

BUILDING TRUST

Trust grows through consistent actions.

Trust is strengthened when we:

- Listen actively
- Respect confidentiality
- Keep commitments
- Follow through
- Communicate honestly
- Show respect for one another's time and perspectives



Trust is built over time—something that both mentor and mentee build together.

GIVING AND RECEIVING FEEDBACK

Feedback helps us grow.

When giving feedback:

- Be specific
- Be respectful
- Focus on behaviours,
not the person

When receiving feedback:

- Listen openly
- Ask questions
- Reflect before responding
- Decide what actions to
take

Feedback is a gift when it is offered and received with respect.

FROM REFLECTION TO RELATIONSHIP



You've now identified:

- Your goals
- Your development needs
- Your support network
- How you would like to work with a mentor

These are the foundations of your Mentoring Partnership Agreement

ROADMAP CHECKPOINT

Complete Step 4: Working Together

STEP 5: TAKING ACTION AND GROWING

How will I keep moving forward?

**Mentorship is an ongoing journey of action,
reflection and growth.**

From planning to action.

Small actions create meaningful progress.

Ask yourself:

- What will I do first?
- Who will I contact?
- When will I take that first step?
- How will I keep myself accountable?

A plan only becomes meaningful when it is put into action.

FINAL REFLECTION

One year from now...

**Imagine you revisit your Roadmap. What
would you like to be able to say?**



**I AM PROUD
THAT I...**

What is one commitment you will make to yourself today?

ROADMAP CHECKPOINT

Complete Step 5: Taking Action

CONGRATULATIONS!!

Congratulations! You have completed Module 2 of the Mentorship Course.

You now have:

- **A Research Mentorship Roadmap** to guide your development.
- **A Partnership Agreement Template** to support mentoring conversations.

MODULE SUMMARY

In this module, you have:

1. Reflected on your current strengths and development needs.
2. Clarified your professional goals and direction.
3. Begun building your personal support network.
4. Learned how to establish effective mentoring relationships based on trust, communication and shared expectations.
5. Started your **Research Mentorship Roadmap**.
6. Been introduced to the **Mentoring Partnership Agreement** to support future mentoring conversations.

Effective mentoring doesn't happen by chance—it is built through intentional planning, meaningful relationships and ongoing reflection.

NEXT MODULE

Sustaining Mentorship and Becoming a Mentor

In Module 3 we will explore how to:

- Maintain productive mentoring relationships over time
- Navigate common mentoring challenges
- Manage change, transitions and endings
- Reflect on your own growth
- Develop your identity as a mentor
- Support and empower the next generation of women researchers



**MORE WOMEN
IN RESEARCH**



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