

Mentorship

My Research Mentorship Roadmap

A practical guide for planning, building and sustaining meaningful mentoring relationships

Welcome

This Roadmap is your companion throughout **Module 2: Building A Mentoring Relationship**.

As you work through the module, you will gradually build a personalised mentorship plan that reflects **your goals, your development needs, and the relationships that will help you achieve them**.

Rather than completing it all at once, you'll add to your Roadmap as you move through each section of the module.

Remember, this is a **living document**. Your goals, priorities and mentoring relationships will evolve as your career develops. Revisit your Roadmap regularly to reflect on your progress, celebrate your achievements, and update your plans for the next stage of your journey.

Your Mentorship Journey

- Step 1: Knowing Yourself
- Step 2: Understanding Your Needs
- Step 3: Building Your Mentoring Network
- Step 4: Working Together
- Step 5: Taking Action.

Step 1: Knowing Yourself

Good mentoring begins with understanding yourself.

Before identifying mentors or building mentoring relationships, it's important to reflect on where you are now and where you would like to grow.

There are no right or wrong answers. This exercise is simply a starting point for your own mentoring journey.

My Current Career Stage

- ☐ Master's student
- ☐ PhD candidate
- ☐ Postdoctoral researcher
- ☐ Early-career researcher
- ☐ Mid-career researcher
- ☐ Senior researcher
- ☐ Other: _____

My Current Role

Institution: _____
Research area: _____
Current role/position: _____

My Strengths

What strengths do you bring to your work? *(Tick all that apply or add your own.)*

- ☐ Research skills
- ☐ Teaching
- ☐ Leadership
- ☐ Communication
- ☐ Collaboration
- ☐ Networking
- ☐ Grant writing
- ☐ Project management
- ☐ Mentoring others
- ☐ Other: _____

My Development Needs

Which areas would you most like to strengthen over the next 12 months?

- ☐ Publishing
- ☐ Grant writing
- ☐ Research methods
- ☐ Career planning
- ☐ Leadership
- ☐ Networking
- ☐ Building confidence
- ☐ Supervising students
- ☐ Managing work-life balance
- ☐ Finding collaborators
- ☐ Other: _____

Reflection

Take a few moments to complete the following statements.

One thing I'm doing well is...

One challenge I'd like support with is...

If I could change one thing about my professional development over the next year, it would be...

You've completed the first step of your Mentorship Roadmap.

Understanding where you are today will help you identify where you want to go—and the kind of mentoring support that will help you get there

Step 2: Understanding Your Needs

Effective mentoring begins with clear goals.

Mentors can provide guidance, encouragement and perspective—but they cannot decide your direction for you. Taking time to reflect on your aspirations will help you build mentoring relationships that support what matters most to you.

My Professional Goals

Over the next 12 months I would like to:

- ☐ _____
- ☐ _____
- ☐ _____

Over the next 3–5 years I hope to:

- ☐ _____
- ☐ _____
- ☐ _____

My Longer-Term Vision

Imagine it is five years from now.

What would you like your career and professional life to look like?

What matters most to me?

Which areas are most important for my development?

- ☐ Research excellence
- ☐ Publishing
- ☐ Grant funding
- ☐ Leadership
- ☐ Teaching
- ☐ Student supervision
- ☐ Building collaborations
- ☐ Influencing policy or practice
- ☐ Work-life integration
- ☐ Giving back through mentoring
- ☐ Other _____

Reflection

Which of these goals would benefit most from mentoring?

You now have a clearer picture of where you want to go.

The next step is identifying the kinds of support—and the people—that can help you get there.

Step 3: Building Your Support Network

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

Mentoring is most effective when it is part of a broader network of developmental support. Different people bring different expertise, perspectives and opportunities. Rather than looking for one person who can do everything, think about the range of support that will help you achieve your goals.

What support do I need?

Looking at the goals you identified in Step 2, what kinds of support would help you achieve them?

My Goal	What support do I need?	Who might provide that support?

Think broadly about your support network

You may need support in different areas, such as:

- ☐ Research expertise
- ☐ Publishing
- ☐ Grant writing
- ☐ Career planning

- ☐ Leadership
- ☐ Networking and collaborations
- ☐ Work-life integration
- ☐ Confidence and encouragement
- ☐ Student supervision
- ☐ Navigating institutional systems
- ☐ Other: _____

Mapping My Support Network

Who currently supports my development?

Type of support	Name(s) or potential contact(s)
Mentor	
Peer(s)	
Supervisor	
Collaborator	
Sponsor	
Professional network/association	

Other	
-------	--

Reflection

Where are the gaps in my support network?

Who could I approach over the next few months?

You've begun to identify the people and relationships that can support your development.

The next step is learning how to build meaningful mentoring relationships with them.

Step 4: Working Together

Trust, communication and shared expectations help mentoring relationships thrive.

Once you've identified potential mentors and sources of support, the next step is to build relationships that are respectful, purposeful and mutually beneficial. Successful mentoring relationships don't happen by chance. They are built through open communication, clear expectations and a commitment from both people to learn and grow together.

My Mentoring Relationship

Think about one mentoring relationship you would like to strengthen or develop.
Who is this person?

What do I hope to gain from this relationship?

Shared Goals

What would I like us to work towards together?

☐
☐
☐

Building Trust

Trust develops over time.
How will I contribute to building trust?

- ☐ Be prepared for meetings
- ☐ Be honest about my goals and challenges
- ☐ Respect confidentiality
- ☐ Follow through on agreed actions
- ☐ Be open to feedback
- ☐ Respect my mentor's time
- ☐ Other _____

Communication

How will we communicate?

- ☐ Email
- ☐ Online meetings
- ☐ Face-to-face
- ☐ Phone
- Other _____

How often would I like to connect?

- ☐ Monthly
- ☐ Every 2–3 months
- ☐ As needed
- Other _____

Feedback

How will I encourage honest feedback?

How will I respond when I receive feedback?

Reflection

What will I do to make this mentoring relationship successful?

Strong mentoring relationships are built through intention, communication and mutual commitment.

Step 5: Taking Action

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

You have reflected on your goals, identified your development needs, mapped your support network and considered how to build meaningful mentoring relationships. The next step is to put your plan into action.

Remember, your Roadmap is a living document. Revisit it regularly as your goals, career stage and mentoring relationships evolve.

My Next Steps

Over the next month, I will:

- ☐ Identify and prioritise one or two potential mentors or supporters.
- ☐ Arrange an introductory conversation.
- ☐ Join a professional network, community of practice or peer group.
- ☐ Complete a Mentoring Partnership Agreement with a mentor (where appropriate).
- ☐ Review and update my Roadmap.
- ☐ Other:

Looking Ahead

My first mentoring goal is:

The first conversation I need to have is with:

By (date):

Reviewing My Progress

I will review my Roadmap:

- ☐ Every 3 months

- ☐ Every 6 months
- ☐ Annually

At each review, I will ask myself:

- What progress have I made?
- What have I learned?
- What challenges have I encountered?
- Has my mentoring network changed?
- What support do I need now?
- How have I supported or mentored others?

My Commitment

The one action I will take after completing this module is:

Congratulations!

You have completed the first version of your **Research Mentorship Roadmap**.

Remember to **Pause. Reflect. Plan.**

Your mentoring journey continues...