



**VALIDATE**  
Vaccine development for complex  
Intracellular neglected pATHogEns

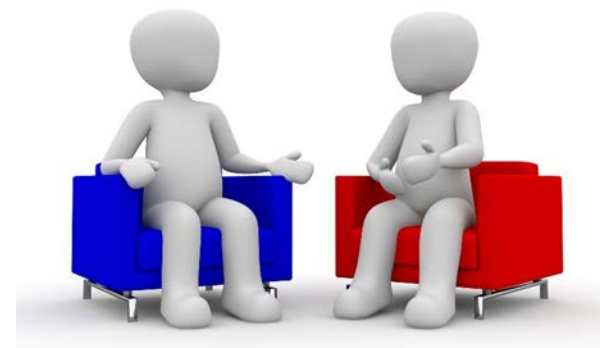


# VALIDATE Mentoring Scheme

**Guidance for Mentees**



# What is a mentor?



- A mentor is a more senior and experienced person in your career field who agrees to guide and support you in your career progression, using their experience and knowledge from their own career.
- They are not... a coach, counsellor, or your personal advocate.
- They will not tell you what to do or how to do things.
- **You** will need to do the work, but they'll be there to encourage and guide you, to help you clarify your goals, and to be an information resource for you about how you might get to where you want to be.



# Why have a mentor?

The path to becoming a PI is challenging - and not always obvious! A mentor can help you:

- Explore and plan the best route and your goals
- Strengthen your CV to be more likely to win grant applications and new positions
- Overcome obstacles
- Network
- Learn from your mentor's experience



# 1<sup>st</sup> Meeting



- Get to know each other and build rapport
- Establish expectations on both sides (you could use our contract as a discussion tool)
- Set objectives for your relationship
- Set actions for you to complete before your next meeting
- Agree how often you'll meet, and your next meeting date



# Suggestions to maximise your relationship

- You could agree that you will send a short suggested agenda at least 24 hours before each meeting, outlining what you'd like to discuss
- It can be helpful for you to send a post-meeting summary to your mentor within 72 hours of each meeting, as a memory aide for you both – and to ensure you both agree what was said and what actions were agreed
- The onus is on you to complete the actions you agreed within your agreed timeline!



# SMART Goals

You should set goals at each meeting, that will move your career forwards. Try to make sure these are:

- **S**pecific
- **M**easurable
- **A**chievable
- **R**ealistic
- **T**ime-bound

Read more about SMART goals [here](#)



# Tools to help you think about your career

- [SWOT analysis](#)
- Your [values](#)
- The [Researcher Development Framework](#)

