Questions *Mentors* Might Ask

**Background information**
- Could you tell me about your past career experiences and area(s) of interest?
- What do you see as your greatest strengths? What do you see as the greatest opportunities for you at CCHMC?
- What are your interests outside of work?

**Mentoring relationship**
- What have your past mentoring experiences been like? What did you learn from those experiences?
- What do you hope to gain from this relationship?
- What are your expectations for our meetings?
- How often would you like to meet?
- How do you like to be contacted (email, phone, etc.), and who should I contact to make appointments with you?
- What expectations do you have for receiving feedback?

**Career goals and advancement**
- How would you define personal/career success?
- Of what career accomplishments are you most proud?
- What are your career objectives?
- What are your short-term and long-term career goals for achieving those objectives?
- What is your time line for meeting these goals?
- Where do you need the most help from me with regard to accomplishing your career goals?
- With what professional networks or communities are you involved?
- Who is on your Career Development Committee?

Is it achieving its goals and helping you in your career advancement?
- How much of your time is spent in the following areas: patient care, teaching, research, and administrative responsibilities? Is this the right balance for you?
- What possible career options do you see for yourself in the future?

**Research**
- Have you reviewed the RPT criteria for defining scholarship/research accomplishments for faculty on the Research Specialist Pathway? Have you explored resources available to you for supporting scholarship/research activities at CCHMC? How can I help you find the appropriate resources?
- What are your expectations regarding my review of your manuscripts, grants, etc.?
- What role do you expect the co-mentor(s) to play (if applicable)?

**Education**
- Have you reviewed the RPT criteria that are used for defining teaching or educational accomplishment and for promotion in the Educator Specialist Pathway?
- Have you created an Educator Portfolio? Have you explored resources available to you for supporting educational accomplishment at CCHMC? How can I help you find the appropriate resources?
- Have you considered how you will turn educational projects into scholarly activities that can be documented in the Educator Portfolio? What is your plan for publication of these activities? Can I help you identify opportunities to publish?
Clinical and quality improvement (QI) work

• Have you reviewed the RPT criteria that are used for defining clinical excellence and/or QI accomplishments and for promotion in the Clinical Specialist Pathway?

• Are you familiar with what criteria are used to determine clinical productivity (e.g., RVUs) and how to document this?

• Have you considered how you will turn clinical/QI activities and programs into scholarly activities?

• What are your thoughts about creating innovative clinical or QI programs? What skills do you need to successfully implement such programs?

• What is your plan for publication of clinical papers, case reports, reviews, etc.? Can I help you identify opportunities to publish?

Service

• On what committees are you serving? Are they helping you to achieve your career objectives?

• Do you need advice regarding how and when to say “no” or “yes” to service opportunities that you are offered?

Work-life integration

• What are your strategies for achieving a reasonable balance of your work and personal lives?

• What challenges have you experienced relative to balancing your personal and professional lives?