



Collaborating for the Advancement of  
Interdisciplinary Research in Benign Urology

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# CAIRIBU MENTORSHIP NETWORK

Resources for Establishing a Mentor/Mentee  
Relationship

## Individual Development Plans (IDPs)

Mentees who join the CAIRIBU Mentorship Network **are strongly encouraged** to complete an individual development plan. An IDP acts as both a planning and a communication tool, allowing your mentee to identify their research and career goals and to communicate them with you, their mentor team, department chairs and advisors. Once you have committed to the mentoring relationship, use the IDP to launch explicit conversations about future directions for the mentee's research and career. Map out concrete steps and timelines for completing each phase.

Source: [UW-Madison ICTR](#)

### Writing an IDP in 4 steps:

#### 1. Mentee conducts a self-assessment

- Assesses skills, strengths and areas in need of development
- Takes a realistic look at your current abilities
- Outlines long-term career objectives

#### 2. Survey opportunities with your mentee

- Identify career opportunities
- Identify developmental needs
- Prioritize developmental areas

#### 3. Mentee writes an IDP and revises it with your input

- Identify specific skills and strengths that the mentee needs to develop
- Define the approaches and time frame for the mentee to obtain the specific skills and strengths
- Identify a research project/area of excellence to match abilities and career goals

#### 4. Implement the plan and revise as needed

- Use plan to delineate roles and responsibilities
- Break larger goals into smaller plans with more detailed steps and timelines
- Revise and modify the plan as necessary, reviewing the plan with your mentor regularly

Source: [UW-Madison ICTR](#)

## IDP Templates for Graduate Students & Post-doctoral Fellows

### *Science Careers MyIDP*

An interactive website guides users to create an IDP through skills, interest, and value assessments, as well as goal and timeline development. <http://myidp.sciencecareers.org/>

### **The American Chemical Society**

ACS adapted their own interactive online guide: <https://chemidp.acs.org/>

### Paper-based guides & templates:

- [IDP from the University of Minnesota](#) (PDF)
- [IDP from the University of Pittsburgh](#) (PDF)
- [IDP from the University of Wisconsin](#) (PDF)
- [Lab planning document from Yale University](#) (PDF)

## Assessing Fit

Mentors and mentees alike should take the time early on to determine whether a particular mentoring arrangement “has legs”. Is this mentor (or team of mentors) the most appropriate considering your current developmental needs and long term professional goals?

When cultivating your list of potential mentors, consider the following [questions to help assess fit](#).

Frequent conversations, especially early in the relationship, will help you assess fit and begin to develop the necessary trust for a successful relationship. Use the [Assessment Fit Checklist](#) to ensure your conversations have covered appropriate ground and resulted in a shared commitment.

Source: [UW-Madison ICTR](#)

## Mentorship Prompts

After your goals for the mentor relationship are established, the next step in the relationship is cultivation. Below is a list of ideas for monthly discussions with your mentor.

- What are you working on right now?
- What challenges are you facing right now?
- What conferences should you attend and aim to present at?
- Where should you publish?
- What are things that people value on the job market? What are the steps you should take to make yourself marketable?
- What are your research ideas and how can you further develop them? Get feedback on your research ideas.
- Get feedback on any grant applications.
- What are your scientific interests and are there opportunities for collaborative work?
- What are your career goals? What is your timeline for career advancement? Discuss opportunities for career advancement and how to get to the next stage in your research career. What opportunities should you be thinking about to grow your career?

## Suggested Readings

Topics include: Selecting a mentor, Mentor alignment, “Is this profession for you?”

Bettmann, M. (2009). Choosing a research project and a research mentor. *Circulation*, 119(13), 1832-1835.

Carey, E. C., & Weissman, D. E. (2010). Understanding and finding mentorship: A review for junior faculty. *Journal of Palliative Medicine*, 13(11), 1373-1379.

Gusic, M. E., Zenni, E. A., Ludwig, S., & First, L. R. (2010). Strategies to design an effective mentoring program. *The Journal of Pediatrics*, 156(2), 173-174.

Reckelhoff, J. (2008). How to choose a mentor. *American Psychological Society*, 51(4).

Burnham E, Fleming M. (2011). Selection of Research Mentors for K-Funded Scholars. *Journal of Clinical and Translational Science*, 4(2): 87-92.

Cho, C. S., Ramanan, R. A., & Feldman, M. D. (2011). Defining the ideal qualities of mentorship: A qualitative analysis of the characteristics of outstanding mentors. *The American Journal of Medicine*, 124(5), 453-458.

Ensher, E., & Murphy, S. (1997). Effects of race, gender, perceived similarity, and contact on mentor relationships. *Journal of Vocational Behavior*, 50(3), 460-481.

Farrell, S.E., Digiioia, N.M., Broderick, K.B., Coates, W.C. (2004). Mentoring for clinician-educators. *Academic Emergency Medicine*, 11(12), 1346-1350.

Jackson, V. A., Palepu, A., Szalacha, L., Caswell, C., Carr, P. L., & Inui, T. S. (2003). "Having the right chemistry": A qualitative study of mentoring in academic medicine. *Academic Medicine*, 78(3), 328-334.

Shepard, M. E., Sastre, E. A., Davidson, M. A., & Fleming, A. E. (2012). Use of individualized learning plans among fourth-year sub-interns in pediatrics and internal medicine. *Medical Teacher*, 34(1), e46-51.

Source: [UW-Madison ICTR](#)

## Other Resources

[Alignment Phase Resources](#)

[Cultivation Phase Resources](#)

## Note:

- The CAIRIBU Interactions Core will reach out to you 6 months after establishing your mentor/mentee relationship to find out how it is going. If you have any questions, concerns, or problems throughout the process, please email us at [cairibu@urology.wisc.edu](mailto:cairibu@urology.wisc.edu).