

# Mapping Your Mentor Network

## Introduction:

When thinking about your personal and professional development goals as it relates to your graduate training experiences, what are your greatest needs, as you perceive them, over the next six months? Remember that there can be many persons who contribute to your development: your peers, faculty, a research mentor, an assigned advisor, and persons who contribute to your emotional support! No one person is meant to fill *all* of these roles, and your experience as a student will be enriched by having different perspectives and support mechanisms. As you change and grow as a person and professional, your needs from your mentors will also change! This is not a static set of relationships, and you are a co-learner alongside your peers and faculty, especially if you are engaged in research experiences in which new knowledge is generated.

This tool is meant to help you identify who should be included in your mentor map, a network of individuals who support your development as it relates to your identified goals. You might find this tool to be useful by itself or in conjunction with the *Individual Development Plan (IDP)*, which is a very in-depth tool for defining S.M.A.R.T. goals: **s**pecific, **m**easurable outcomes, **a**chievable, **r**elevant, and **t**ime-bound. This tool, however, helps you to identify who the persons or resources are on the UCCS campus to achieve your personal and professional goals.

## To Use This Map:

Start by making a list of the people and resources, including those that are not affiliated with UCCS, who offer you support in three areas, below. As you list these people and resources out, think about **how often** you will need to rely upon their guidance. You can also include **role models** on this list as those people have qualities or attributes that you admire.

1. **Current Needs Support** (What do you need in your **current** role as a graduate student or postdoc to meet your **current** professional goals?)

For example, you might think that finding greater support in areas of technical writing is essential for your current work. Think about your **current needs support** over a three-to-six-month time frame when composing this list. People or resources on this list may work directly with you or they can facilitate conversation with other people to help you develop professionally or to secure resources you need to accomplish your work.

2. **Career Development or Advancement** (What do you need in terms of career advice, professional development, building a professional network, advocating for you, or finding funding for next steps?)

For example, you might identify a need to apply for specific internships to advance your networking and career exploration goals. Persons in these roles here can provide career guidance or direction or even advocate for you within their own networks.

3. **Personal Support** (Who do you need for emotional and psychosocial support? Who might you contact regarding how training or career decisions affect your work-life balance or your personal growth needs?)

Use the table, below, to help you make this list of people to add to your mentor list. You do *not* need to complete all lines of this table. After you make this list, put a **star** next to names of people who you perceive to be important contacts with whom you interact frequently and meaningfully.

Mentor or Resource Name	Current Needs Support	Career Development	Personal Support	Serves as a role model

## Making a Mentor Map

Using your list of mentors from the table, above, it is now time to create a mentor map. Using the template, below, you might start to define four areas that are key to your **Current Needs Support**. For example, as a beginning graduate student, I might define my four key areas in which I need support to be the following:

**Area #1: Teaching Support** in my role as a graduate teaching assistant

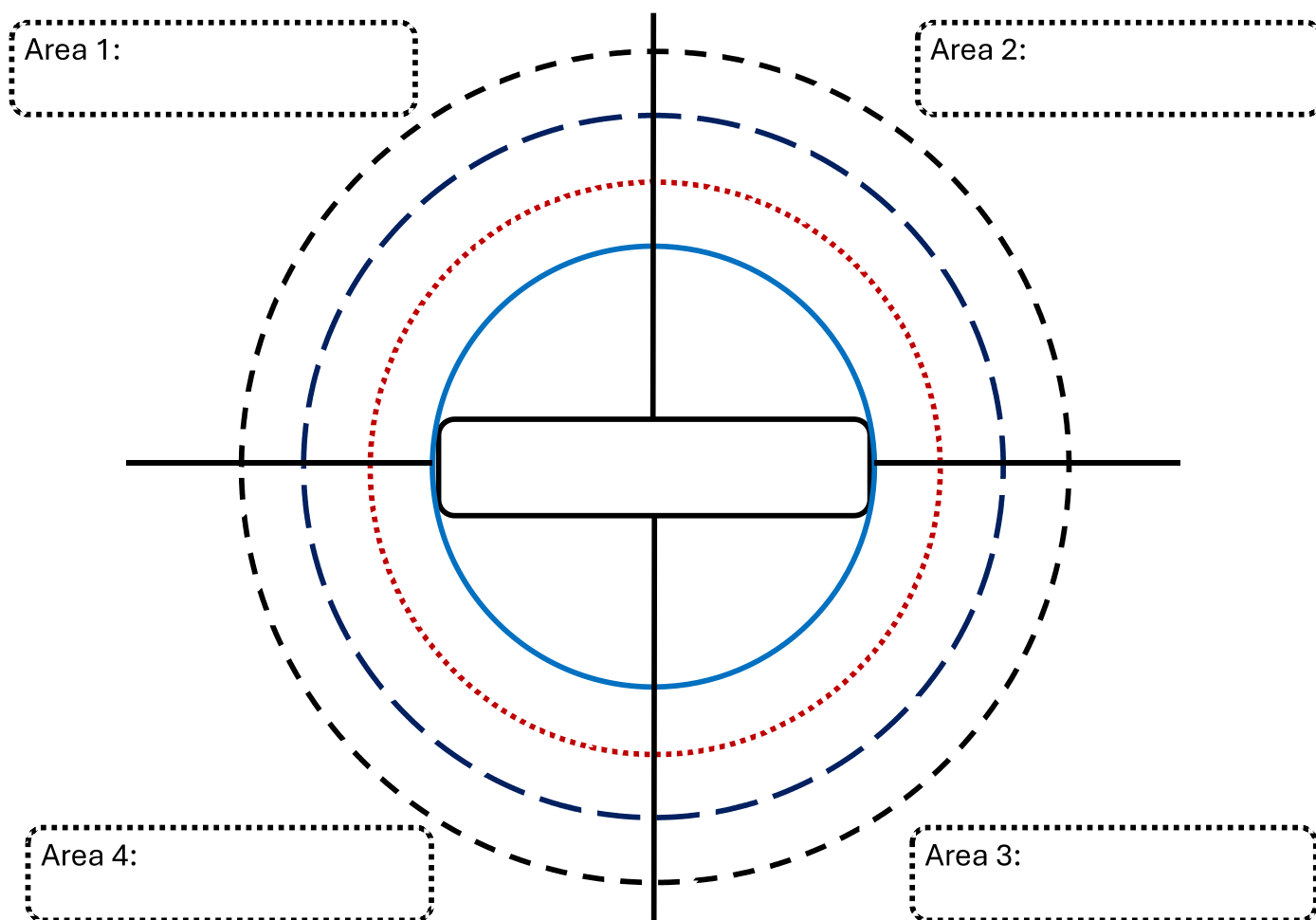
**Area #2: Research Support** with specific attention needed in communicating and presenting my scholarly work.

**Area #3: Performing Research** with writing protocols, conducting experiments, or running statistical analyses.

**Area #4: Career Development** with thinking about how I might advertise my training and graduate experiences in a cover letter, resume/CV, to get an internship in my desired profession.

The above areas are examples, of course, and you should use the template below to best reflect your own goals and aspirations.

Put the names of your people and resources (**from Table 1**) into your map with those persons with whom you frequently work with or contact closest to the center. A blank template of this map is provided on the last page for you to make copies for other needs (**Career Development, Personal Support**) as you progress through your graduate experience. Use this tool every six months or so: you will be amazed at your progress and development over the course of your graduate training.



## Adding Campus Resources:

Remember too that there are many campus resources to help sustain and support you in your graduate (and postdoc) experiences! The campus does a great job of providing a long list of [current student resources](#), but a selected number are included below that might be most relevant to your mentor map.

### Current Needs Support

1. Ask your department or program for handbooks or resources.
2. Kraemer Family Library has a huge number of research tools and resources. Start by reviewing "[Services for Students](#)," which includes resources for getting research help and browsing research guides by discipline.
3. Manage your research references using [Mendeley](#).
4. Utilize [technology resources](#) that are supported by the Office of Information Technology.
5. Get teaching help from the [Faculty Resource Center](#).
6. Browse information from the [Office of Research](#), which includes links to the [Center for Student Research](#).

### Career Development Support

1. Make an appointment with the [T. Rowe Price Career and Innovation Center](#).
2. Apply for travel or research support funds from the [Graduate Student Association](#).
3. Engage in [GradCO programs](#).
4. Find employment on campus via [SEAN](#).

### Personal Support

1. [UCCS Wellness and Recreation Center](#)
2. [Mental Health Services](#)
3. [Dean of Students](#)
4. [Office of Institutional Equity](#)

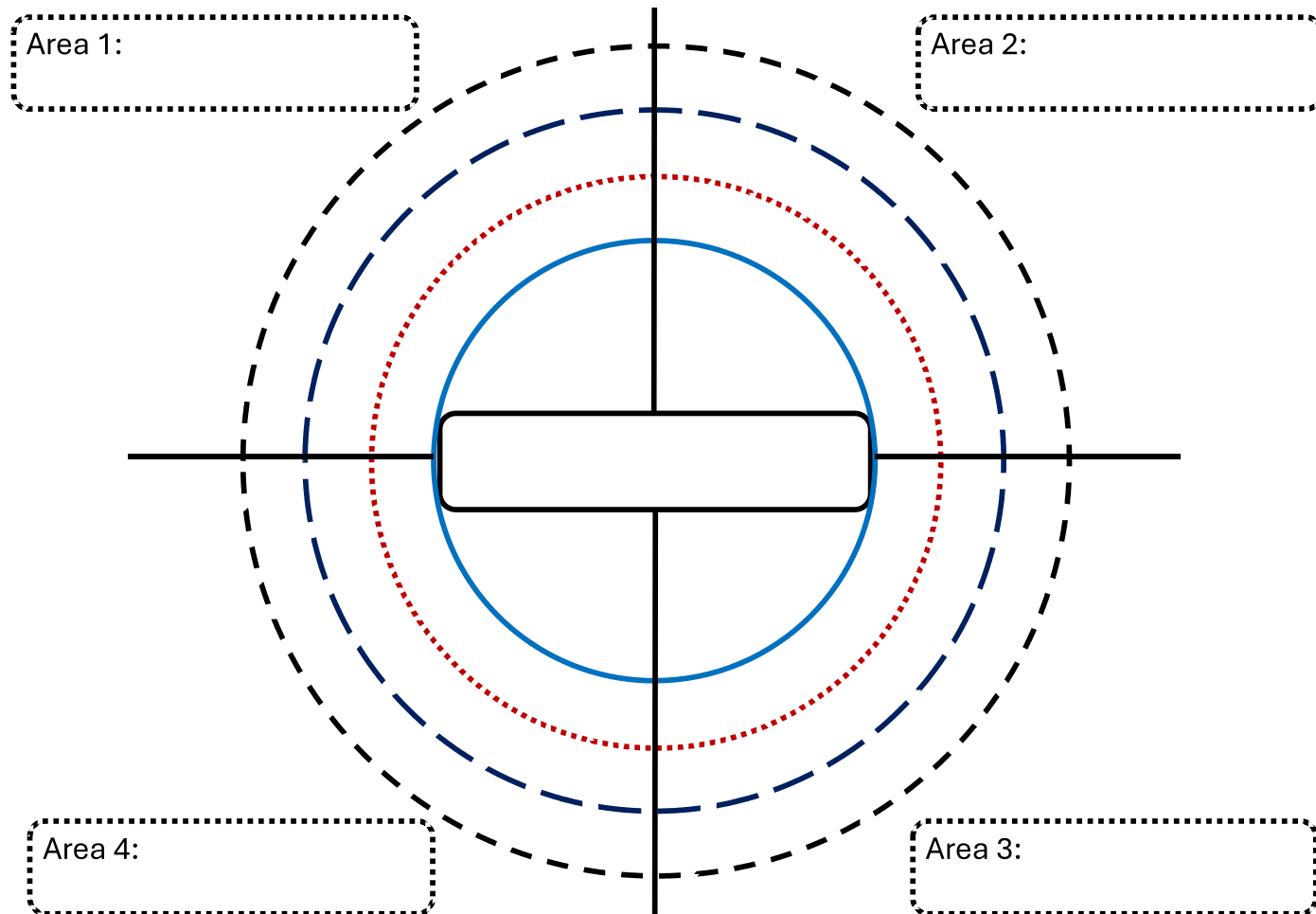
## Website resources and acknowledgements

The PowerPoint presentation by F.A. Sorond, J.M. Horowitz, and K.A. Cameron, "Mentor Mapping and Development Networks: NUCATS Series on Developing and Enhancing Mentoring Relationships" was an invaluable tool for creating this document. The original presentation can be accessed here.

<https://www.nucats.northwestern.edu/docs/cecd/nucats-mentor-mapping-and-developmental-networks-powerpoint.pdf>



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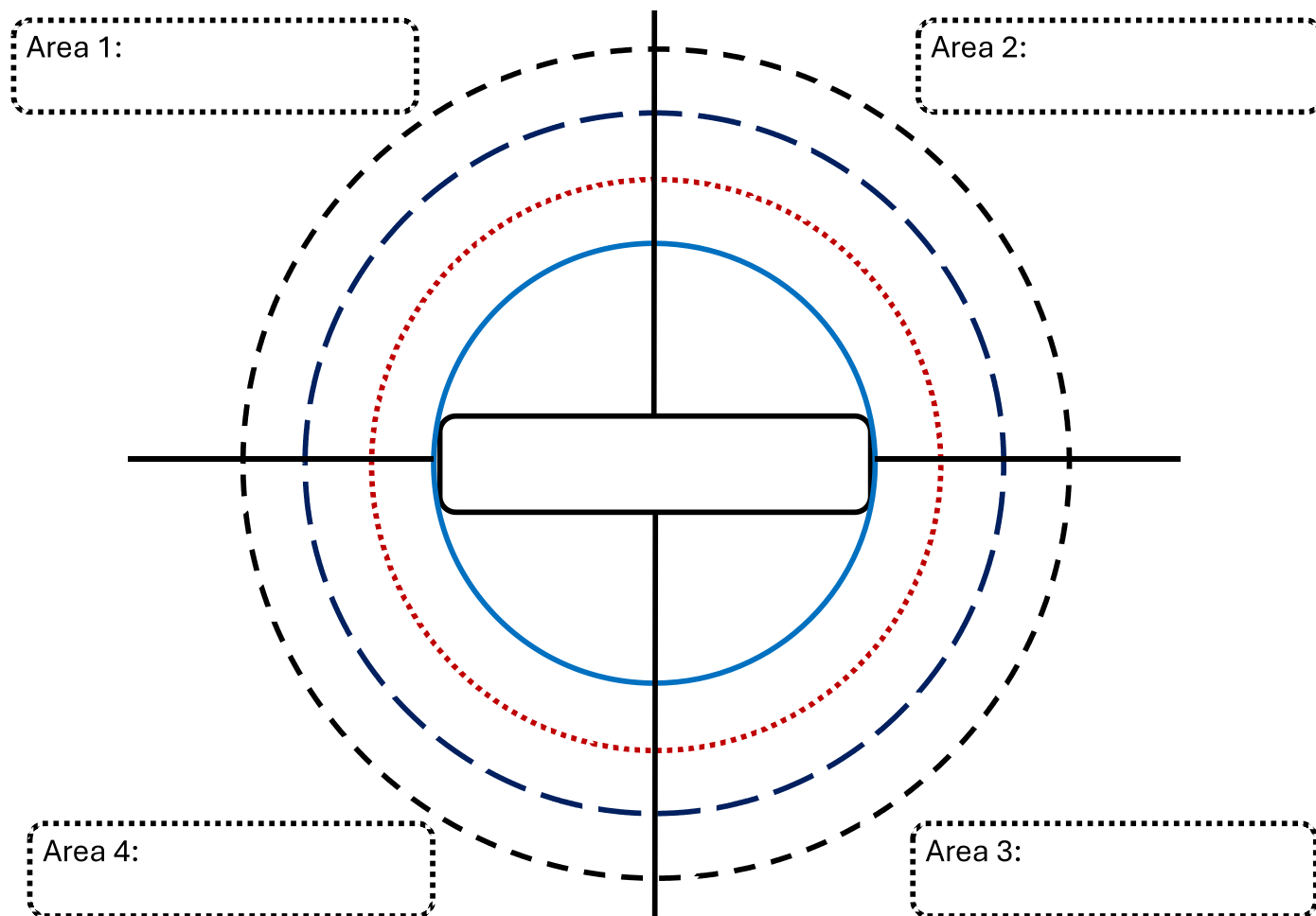


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