Goal Setting

Tips for mentors and mentees:

Mentoring is a relationship entailing formal or informal processes whereby a mentor provides intentional guidance, motivation, and encouragement. Mentors also share knowledge, experiences, and perspectives to empower the mentee in the advancement of specific goals that improve their lives and careers. Mentorship allows both mentor and mentee to build networks of resources, develop best practices, and sustain connections for lifelong learning.

Goal-setting is one of the most important elements in a mentoring relationship, regardless if the relationship is formal between faculty and student, or more informal in a peer-to-peer relationship.

Goals can be simple or complex, but are always driven by the desired objectives of the mentoring relationship. Goals may be personal, academic, professional, or a combination of these. Reassess goals periodically, as they sometimes change priority or scope.

More information on Graduate College Mentor Network and stages of mentoring: graduate.asu.edu/mentoring

Create mentoring goals based on the focus (or focuses) of the mentorship:

Goals in proficiency-based mentorships often focus on skill attainment or performance.

Goals in affinity-based mentorships often focus on knowledge acquisition or acculturation.

Goals in identity-based mentorships often focus on resiliency or development of cultural and interpersonal competencies.