

MOSAIC OF MENTORS MAP



RUTGERS
Office of Postdoctoral Affairs

MOSAIC OF MENTORS



- We all need different kinds of support for different aspects of our careers at all stages of our lives, and one individual cannot alone fulfill all the mentoring support that we need.
- Using a mosaic of mentors' map provides you with a framework for mentoring and empowers you to develop your own mentoring network comprised of multiple individuals. As a result, you are trained to be proactive, to take ownership, and to drive your mentoring relationships.



HOW SHOULD I COMPLETE MY MOSAIC OF MENTORS' MAP?

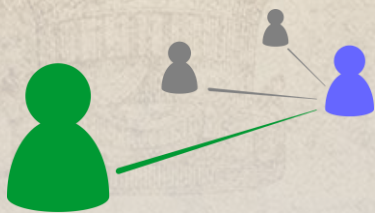
- Make a list of areas or skills that need improvement and that you need help with. These could be areas that stood out from completing the self-assessment and Rutgers IDP document.
- Don't limit your areas of improvement to career goals. Think also of areas in your personal life that need improvement (i.e. wellness, life-work balance, etc.)





THINK & CONNECT

- Think of people within your network that might be able to help you in one particular area (See slide 5).
- Connect with mentors and establish the level of help needed. If meetings are necessary, agree on the frequency, location and time of such meetings.
- Be honest with yourself and be proactive. Be the one to schedule the meetings and show up with an agenda to discuss. You can use your SMART goals as a guideline for the discussion. Adjust your mosaic of mentors' map to reflect your career goals and needs.



People in your network: peers, colleagues, friends, relatives, faculty members.



Be specific about what kind of help you need when connecting with potential mentors.



Be proactive, stay connected with your mentors. Remember your needs might change and so your mosaic of mentors' map.

RECOMMENDATIONS



- There's no minimum or maximum number of areas that you should include in your map. The map should reflect your current needs for career and personal growth. You can use your completed self-assessment document, IDP, SMART goals, and slides 8 & 9 as guidelines to identify areas in which you need help.
- We recommend to have at least one mentor per area. Try as much as possible, to avoid using the same mentor for more than one area.
- Slide 7 provides a blank template you can use to create your mosaic of mentors' map.



You can add as many areas as you need in your map.



One or three mentors per map area. Try to not have the same mentor in more than one area.



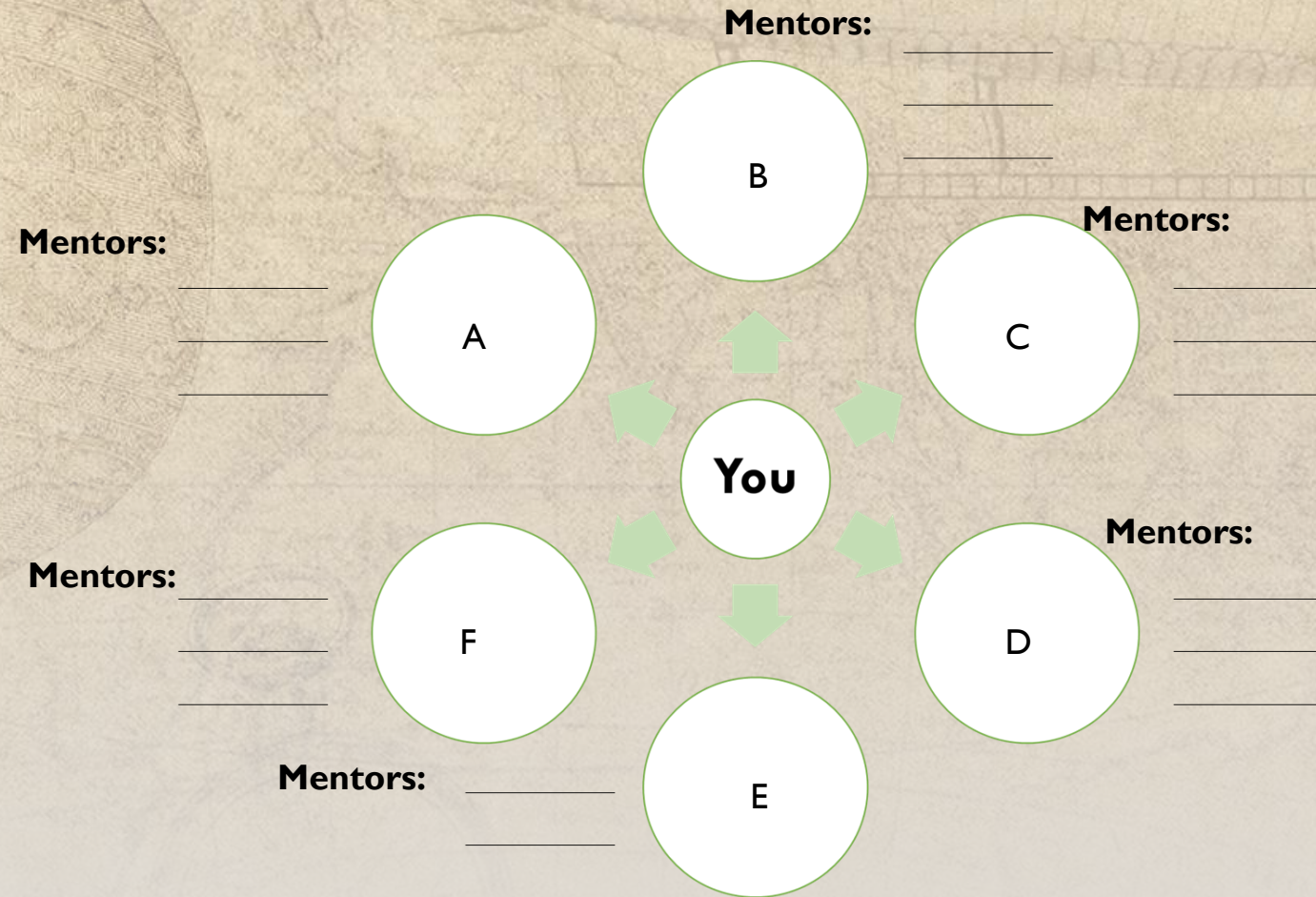
Fill in the blank template provided (slide 7) or create your own.

Mosaic of Mentors' Map

Areas I need help with



1. _____ A _____
2. _____ B _____
3. _____ C _____
4. _____ D _____
5. _____ E _____
6. _____ F _____



Template: Mosaic Of Mentors

Mentors:

Areas I Need Help With:

1.

2.

3.

4.

5.

6.

Mentors:

Mentors:

Mentors:

Mentors:

Mentors:

You



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Adapted from Kerry Ann Rockquemore, National Center for Faculty Development & Diversity

Mosaic of Mentors' Map



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QUESTIONS?
CONTACT US: OPA@OQ.RUTGERS.EDU

