

ions, wishes and goals you yourself associate with the mentoring
ated and made transparent can work be done on joint implementation. I
mentoring relationship. The desire as well as the willingness for person
present. This also requires talking openly about concerns, ideas, fears
ore and after in the interest of both sides; for example, protocols during t
ie goals set.

process of the mentee, which is why the mentee herself bears
nship. The successful design of the mentoring process not only requires
s on the mentees:

y process, the mentee formulates clear expectations and goals for herse
nd comes to an understanding about them with her mentor. Only when tl
parent can the implementation be worked on together.

g, the mentee examines her interests and possibilities and develops
ies for their implementation.

eping in touch and informing her mentor about her state of development

the tandem relationship, i.e. she initiates the mentoring meetings and
-up. They do not expect ready-made solutions, but shape their own furth
is, take responsibility for themselves and make their own decisions.

support for achieving the goals set.

reater the mentee's willingness to be open with her mentor and to share
seek support and advice as well as constructive criticism and to talk

lopment as well as working out professional perspectives and strategies
quires a willingness for self-reflection and the ability to take criticism.

ny opportunities for you to develop professionally and personally:

eeers

cultures

ge about structures, processes and rules of the academic game

os

nily or dual-career partnership

(Excerpt from the mentoring guideline)

Tips from mentors



er the course of the project, we have collected a few tips
d expectations from the mentors and would like to pass
se on to you. You will find the tips listed below:

. Have the courage...



2. To have respect...	▶
3. Write...	▶
4. Express concrete wishes....	▶
5. Express criticism...	▶
6. Address questions...	▶
7. Cancellations...	▶
8. If mentors...	▶