

MENTEES: UNDERGRADUATES IN RESEARCH

You're a pro now

"Undergraduate researcher," is a professional role. Think about these things to bring your best, most professional self into your work space.

Listen and be prepared.

Find key takeaways from conversations, reflect on what was learned each day, think of how to apply what you learned, prepare questions for the next day.



Build trust.

Keep confidence, follow through on commitments, be flexible, accept productive criticism.

Know yourself. Strengths, weaknesses, emotional (happy/sad/angry) triggers, drive, needs, goals - how do they fit with your team's needs?

Note your thoughts and feelings as a mentee. You will be the mentor someday. Strong mentors can empathize with mentees.

Not sure how to approach a necessary discussion? Talk to ICRU! We will help!

You are here

You will be here

Undergraduates

Students who are pursuing a Bachelor's degree or taking pre-graduate-level courses at a university.

For the purpose of this discussion, undergraduates are the mentees. Undergraduates in a research setting are considered trainees.

My PI: *You're competent enough to do this on your own now.*

Me:



Credit: u/a_gay_to_remember (Reddit 06/20)

Common Initial Mentee Feelings

All of these feelings are normal.

Overwhelmed
Anxious
Nervous
Lost/Confused



Excited

Don't let **THESE** Get in the way of **THIS**

Communicate, self-advocate, compromise. Mentors may have incorrect biases or assumptions. Talk to them. Be honest. Everyone wants you to succeed; let them know what you need. They will do the same. Then figure out how to fit everything together.

There is no right or wrong mentor style, but there are styles best suited to individuals. If you are uncomfortable with your mentor's style, it is okay to discuss other strategies.

Mentorship Styles

Like mentees, all mentors are different. Here are a few mentoring styles that you may notice. No mentor fits cleanly into one category. Many adapt their style based on a mentee's background knowledge, experience, and personal comfort. *Where does your mentor fit? What works best for you? What strategies would you use to work with each mentor type?*

Style How they work	Day-to-Day Mentor Who you work with	Meetings Frequency of touching base	Communication How PI communicates	Independence Mentee autonomy
Hands-On	Primary Investigator	Frequent (daily to multiple per week), individualized meetings.	Face-to-face (or Zoom now) meetings and communications	Low
Guide from the Side	Research Staff, Post-Doc, senior grad student	Regularly scheduled, but infrequent (once per week)	Occurs by email or in-person, depending on necessity	Medium/some
Hands-Off	Graduate Student, senior undergrad	Meetings are as needed.	Structured group meetings or by email (PI may not be in the research space often)	High