**Mentee Self-Reflection Guide for**

**DOM Career Development Committee Meetings**

This document offers some reflection questions to help you guide the conversation during your upcoming DOM Career Development Committee meeting. Use this as a tool to help you think about what’s going well for you and where you could use additional advice or support. *This guide is for your personal use; you do not need to write down your responses or share them with anyone*. However, the exercise might help you generate a few “high priority” agenda items for discussion at the meeting.

1. **Career Development, Including Longer-term Goals and Leadership**

*Example topics: Training you need to fill knowledge/skill gaps, building a professional network, collaborating with others, developing a research or scholarship interest, defining other work goals, engaging with professional societies, taking on new tasks or roles.*

1. What areas of your career development have you been focusing on, or think you need to focus on in the months ahead, to grow professionally and be successful in your work roles?
2. What successes or challenges have you had in trying to develop and advance in your career?
3. When you think about the contributions that you want to make with your work, what does that look like? What impact do you want to have in your discipline?
4. What longer-term professional goals are you working toward?
5. What kinds of new work or leadership roles are appealing to you, now or in the future?
6. What do you need to do to position yourself to reach those goals? What can mentors and others do to help pave the way?

**NOTES**

1. **Workplace Climate, Including Equity and Inclusion**

*Example topics: Sense of welcoming and inclusion, clarity of performance expectations, quality of workplace relationships, level of work autonomy, frequency and quality of feedback, access to key people and other resources, quality of communication, overall fairness and equity.*

* 1. What features of your work environment are positive and helpful to you – things that increase your productivity and satisfaction, that make you enjoy being here?
  2. What features are problematic (unwelcoming, unclear, insufficient, inflexible, inequitable) and posing challenges to your success, contributing to burnout?
  3. Have any issues arisen for you as a result of your sex, gender, race, ethnicity, sexual orientation, ability status, socioeconomic status, political or scholarly views, or any other aspect of your background or identity that is underrepresented here?
  4. How connected do you feel to others in the department, your training program, or your work group? Do you have colleagues you can turn to when you feel stressed or frustrated?
  5. Are you able to pursue your interests and valued goals? If not, what is getting in the way? Is there anything or anyone hindering you?
  6. What guidance or advice have you received that is helping you to thrive here? What kinds of guidance or advice do you want or need, but haven’t received yet?
  7. Do your workload, resources, compensation, and other aspects of your job seem fair and equitable in comparison to your peers?

**NOTES**

1. **COVID-19 work/life complications, wellbeing, work-life integration**
2. How has COVID-19 been affecting you (at work, home)?
3. How would you rate your overall wellbeing right now? Are there specific stressors or pain points that would be helpful to discuss? Is your work-life integration satisfactory or out of balance?
4. What one workplace feature could better support your wellbeing right now?

**NOTES**

1. **Progress Toward Promotion, Potential Change in Track**

* What is unclear or confusing to you about the performance expectations or paths to advancement in this environment?
* How well does your current track match your professional goals?
* Do you see yourself as being on track? Or are there gaps in your portfolio that you are aware of and want to address?

**NOTES**

1. **Interactions With Mentor(s)**

* How well do you interact and work together with your mentor? Are you connecting enough?
* Do you want more, less, or something different in how you and your mentor interact?
* Do you have a need for another mentor or mentorship in a specific area?

**NOTES**