**Mentoring Philosophy Statement**

Overarching Philosophy

Effective mentoring benefits not only the mentee, but also the profession. A positive mentoring relationship fosters not only academic success of the mentee, but their growth across many domains, including but not limited to confidence, initiative, perseverance, courage, and resilience. Young blood brings to the profession innovative ideas and advancements in the field.

For a positive mentoring relationship, several principles are in order. The most important is to provide **unconditional positive regard**, as growth does not take place without self-faith and belongingness, to which unconditional positive regard is the key. Next is to foster **openness**, for that problems cannot be solved, and goals cannot be identified if self-expression is taboo. Finally, **unbiased** mentoring serves the mentee, not the mentor. The purpose of mentoring is to scaffold the growth of an independent person, and not to recreate the self.

Diversity, Equity, and Inclusivity (DEI)

The importance of DEI manifests as early as reviewing applications. Applicants are not disadvantaged by their identities, backgrounds, experiences, and other social groups memberships. In order to achieve a diverse rank of future psychologists, proactive engagement with minoritized or historically disadvantaged communities is maintained to encourage their participation in the lab. Applicants are holistically evaluated in the context of their own backgrounds and difficulties based on their motivations, skills, work ethics, and potential.

DEI is also routinely emphasized within daily operations of the lab. Proactively address strength and foreseeable difficulties Self reflect on own identities and the mentee’s identities and how those may lead to certain values and beliefs. Discuss how match/mismatch in identities of the mentor and the mentee would influence the mentoring relationship. Take the initiative to learn about the identities of the mentee.

Mentoring Goals

Guide the mentee in exploring academic interests.

Establish the mentee’s confidence and self-efficacy.

Foster the mentee’s research related skills.

Teach the mentee to become an independent scientist.

Mentee specific, personalized mentoring.

Strength-based

Mentoring Approaches

Evaluation of Mentoring