**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?

**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.

**Resources Used & More Information**
National Resources Mentoring Network (www.nrmnet.net)
UW Institute for Clinical and Translational Research (https://ictr.wisc.edu/mentoring/mentees-alignment-phase-resources/)

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**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?*

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

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**Note your thoughts and feelings as a mentee.**
You will be here. You are here. You are overwhelmed. You are anxious. You are nervous. You are lost/confused. You are excited.

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

Credit: u/a_gay_to_remember (Reddit 06/20)

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

Credit: u/a_gay_to_remember (Reddit 06/20)

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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.