

# Mentoring Behaviors to Support and Promote



Anyone on campus could be considered a potential student mentor, and students and alumni reference an array of specific mentoring behaviors. The actions listed to the right were mentioned to be helpful while studying at Pitt.

## 01

### Professors/Instructors

- Recognize students and understand their interests.
- Provide an open invitation for support and guidance.
- Recognize and affirm students' progress.
- Suggest relevant/interesting courses to take.
- Support and encourage the pursuit of relevant interests/groups/competitions.
- Ask a student to serve as a UTA; help UTAs develop educator competencies.
- Serve as a reference for graduate school and other opportunities.
- Offer career guidance based on experience in industry/business/clinical settings.
- Refer students to others within their network who can nurture their interests.
- Support continued education; possibly help students be admitted to doctoral studies.
- Proactively send emails suggesting research and grant opportunities.
- Support students' problem-solving abilities — how they can think innovatively when approaching problems.
- Advocate for students when issues with other professors arise.
- Guide students in supplementing their major with skills/competencies where gaps exist.
- Help students distinguish between career trajectories and provide guidance and resources for exploring options.

## 02

### Older Students in Major, Student Orgs and Affinity Groups, and RAs

- Serve as a model as students lead and persist toward their personal goals.
- Support students' personal goals.
- Encourage and guide students' pursuits of affinity groups and leadership positions.
- Encourage students to join sports clubs and extracurricular organizations.
- Counsel/redirect a student who is struggling or unsure of their track.
- Guide students through the course selection website and other technology tools that are difficult to navigate.

## 03

### Academic Advisor

- Help students determine their major and navigate Pitt systems.
- Reassure students who are struggling.
- Counsel/redirect students who are struggling or unsure of their track.
- Based on preference, offer students more formal mechanisms for reflection, intervention and guidance.