

Frequently Asked Questions for Mentees



Connecting a World of
Pharmaceutical Knowledge

Serving All of New England

**Boston Area
Chapter**

Q: What are the benefits of having a mentor?

A: The benefits are many, including obtaining career guidance and counseling, improving critical competencies, identifying areas of improvement, developing both personally and professionally and expanding your general level of business knowledge.

Q: Why is the suggested duration for the relationship one year?

A: A common guideline for formal mentoring relationships is that the relationship occurs over a finite time period. Based on experience, one year has been suggested to ensure sufficient time to set and achieve goals. If there is a need to extend the relationship beyond one year, (e.g., additional or longer term goals have been identified), you are encouraged to openly discuss extending the relationship with your mentor while being sensitive to their needs.

Q: What happens if I achieve all of my goals before the end of the one-year relationship?

A: If you feel that you have gained what you need from your mentor, you can close the relationship prior to the one-year time period. However, you may wish to consider establishing new goals.

Q: How many mentoring relationships can I have at one time?

A: We understand the potential need to have more than one mentoring relationship to address various developmental needs. We urge caution by starting with one relationship and seeing how that works out. Although multiple mentoring relationships may be sought, care should be taken not to enter into too many relationships, as the *quality* of each relationship may diminish as the *quantity* increases.

Q: What happens if my mentoring relationship isn't working out?

A: The Boston Chapter will make every effort to match you to a great mentor, but sometimes these relationships may not work out as you envision them. During the relationship, it is important that both mentor and mentee use straight talk to give each other open and honest feedback. If things are not going well, the partners should discuss the issues and try to find a resolution. However, if this is not possible, the relationship can be terminated and the mentee can seek a new mentor.