



## NACS—A Graduate Program that Cares!

In June 2016, NACS celebrated 20 years of existence, 20 years of graduating the next generation of scientists. NACS mentors have trained more than 80 PhD students who have pursued successful professional careers nationwide and all over the world. NACS faculty mentors continue to impart their expertise and knowledge to their mentees, and provide the most unique training experience to all NACS students.

NACS takes pride in supporting and encouraging successful mentor-mentee relationships in the years to come!

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PROGRAM IN  
NEUROSCIENCE &  
COGNITIVE SCIENCE

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# Neuroscience and Cognitive Science (NACS) Program



# A SUCCESSFUL MENTORING EXPERIENCE

*This brochure provides general advice to NACS faculty and students to make the most of a rewarding mentoring experience for both mentors and mentees.*



*Mentoring is a bi-directional exchange of ideas, knowledge and savoir-faire.*

## MENTOR

### Emotional Intelligence

- Be personable, open-minded and honest
- Learn about your mentee's culture
- Respect your mentee's differences; adapt to your mentee's needs
- Have your mentee's best interest at heart

### Communication

- Be and remain available
- Set up regular meetings
- Listen attentively to your mentee; problem solve through asking questions
- Make your mentee aware of your lab environment and work ethic
- Understand your mentee's time demands outside the lab

### Skill Development

- Determine the training expectations
- Build upon your mentee's qualifications
- Establish, update and follow a training plan for your mentee; set clear and reachable milestones
- Challenge your mentee more as she/he gains more confidence

### Building Bridges

- Introduce your mentee to your scientific network
- Discuss career goals with your mentee
- Be open to learning about a career path of interest to your mentee and to discussing it
- Encourage your mentee to actively seek opportunities to develop/improve her/his skills or learn about different career paths
- Encourage training that enhances your mentee's competitiveness on the job market

### Transition to the Next Level

- Work with your mentee to identify job opportunities
- Review your mentee's job search material and/or refer her/him to your colleagues
- Help your mentee connect with alumni
- Consider your mentee as a colleague

## MENTEE

### Emotional Intelligence

- Understand your mentor's expectations
- Understand the lab dynamics and your mentor's leadership style
- Seek multiple mentors for different aspects of your training and career goals

### Communication

- Communicate clearly and openly with your mentor; come prepared to your meetings
- Discuss your responsibility and time demands outside the lab
- Welcome new challenges
- Listen carefully to your mentor's suggestions
- Discuss regularly with your mentor about the next steps/milestones in your training
- Understand NACS requirements for graduation and discuss them with your mentor
- Open up to your mentor about your career aspirations

### Skill Development

- Manage your time effectively
- Attend career development workshops
- Identify your research training needs with your mentor
- Set clear and realistic milestones for your career development
- Understand the different job sectors (Academia, Industry, Government etc.)

### Exploration

- Explore career options and meet with professionals to discuss their career path
- Share career goals with your mentor
- Develop a career development plan and ask your mentor for help

### Transition to the Next Level

- Learn how to tailor application materials to specific jobs
- After graduation, continue to update your mentor on your career trajectory
- Be prepared to support the next generations of students in reaching their career goals
- Become a colleague to your mentor