

## Checklist for defining goals

Mentor and Mentee might define the goals for the mentoring partnership by checking through the following list together: indicate the importance of potential goals. Mentors consider if they might be able to contribute (which might not be the case for every goal).

The following goals ...	... are for the mentee not /.../ very important	... the mentor can contribute not / ... / very well
Understanding career requirements		
Building relevant networks in the working environment		
Increasing the visibility of achievements and skills		
Taking on tasks that will be important for future career steps		
Developing an individual / independent (research) profile		
Planning and implementing a publication strategy		
Building networks in the broader research community		
Increasing the visibility in the broader research community		
Planning and implementing stays abroad		
Knowing relevant grants, scholarships and awards		
Acquiring research proposals, research funds		
Successful handling of research projects		
Establishing international cooperation		
Optimise lecturing and teaching activities		
Expanding (self-)presentation skills		
Communicating with superiors and in the team		
Setting limits, remaining focused		
Solving conflicts		
Expanding leadership competencies		
Strengthening self-confidence		
Strengthening the self-reflection and strategic planning capability		
Overcoming goal conflicts		
work-life balance		
Other, namely		