

The Anderson Lab aims to ensure the success of each lab member, both during their time in the lab and beyond. To achieve this goal, positions in the lab are thoughtfully crafted to fit the needs of the lab along with your long-term professional goals. We believe mentorship is a dynamic relationship and alliance that offers learning and growth opportunities to both parties. To facilitate these types of mentoring relationships, we ascribe to the 4 C's of mentorship: conversation, connection, community, and culture.

**Conversation** – each lab member will meet with Dr. Anderson regularly to discuss topics related to lab work and career development. Formal mentorship will look different for every lab member based on their personal and professional needs and their training stage and will evolve as those needs change. To support clear communication in mentoring, we aim to always summarize expectations in writing. For example, a written mentoring agreement outlining expectations is developed for each lab member and revised as needed (an example template is available here). Lab members are also strongly encouraged to send email summaries of key takeaways and action items following individual meetings.

Lab members are encouraged to complete an Individual Development Plan (for example, through [myidp.sciencecareers.org](http://myidp.sciencecareers.org)), share it with Dr. Anderson and revise it regularly. As goals and needs change, an IDP can serve as a helpful roadmap to guide mentorship and training plans.

**Connection** – in the lab we respect and embrace our differences. We see differences as a strength and aim to celebrate them. We value each lab member's unique experience and perspective, and we strive to create a workplace where members can thrive in their research goals.

We also view the lab as a safe space to learn. Questions are encouraged, as we strive to support ongoing learning – if you don't understand something, please ask. If an accommodation would create a more accessible, inclusive work environment, we welcome those ideas.

In the spirit of supporting ongoing learning, lab members are encouraged to identify skills and/or techniques needed to achieve their goals. For example, for those who aim to improve communication skills, we will identify opportunities for grant and manuscript writing as well as poster and podium presentations. Those who would like to gain leadership skills may be asked to mentor a more junior lab member or encouraged to join a committee. Lab members may also receive additional formal training or coursework to help build key skills for long-term success.

**Community** – the Anderson lab views science as a “team sport”. This approach ensures that lab members work as collaborators, not competitors. Our science is strengthened when we work together. While each graduate student, postdoc or fellow will have their own individual project, we strongly encourage lab members to informally discuss ideas & papers, tag-team large experiments, practice presentations together, and provide insights and training to others when requested.

We also recognize and honor that everyone needs more than one mentor. Thus, all lab members are encouraged to have a network of mentors, and Dr. Anderson will help lab members build these communities. For graduate students, formal mentoring committees are required in the form of a thesis committee. For post-doctoral and clinical fellows, mentoring committees are strongly encouraged and will be rationally constructed based on each fellow's career goals. For example, if a post-doctoral scientist would like to transition to a position in biotech/pharma, their mentoring committee would include mentors with that expertise.

Lab members are encouraged to develop a Mentoring Network Map (which visually summarizes someone's formal and informal mentoring network), share it with Dr. Anderson, and discuss how to expand the map in the needed/desired areas. Examples of templates for mentoring maps are available [here](#) and [here](#).

**Culture** – in the lab we strive to center a culture of mentorship and learning. This necessitates clear communication, strong connections, and a community built on trust. Research integrity is of utmost importance – we strongly encourage lab members to participate in Responsible Conduct of Research Training semi-annually (or annually if the lab member is supported by an NIH training grant).

Importantly, we aim to celebrate one another's successes – both personal and professional. Lab members are strongly encouraged to share their milestones and successes.

In line with these mentoring values, *we welcome feedback*. It is important for those involved in a mentoring relationship to regularly discuss what is working and what needs to be improved. Mentoring relationships grow and improve when those involved feel safe providing one another honest feedback.