

Mentors & Sponsors

A strong support network consists of both mentors and sponsors. It is vital for trainees to seek out mentorship and sponsorship relationships on the road to long-term career success and fulfillment.

Mentors

- Can be any career stage
- Informal support on skills, qualities, and career advice
- Suggestions on expanding network
- Offers insight on increasing visibility, finding key opportunities
- Shares hidden norms in organization for advancement

Sponsors

- Senior in organization
- Uses network to promote you directly, opens doors
- Gives you their network connections
- Champions you visibly, uses their reputation to endorse you
- Offers opportunities that enable your career advancement



FASEB

Federation of American Societies
for Experimental Biology

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Want to learn more? Here are some resources!

- [Sponsors vs. Mentors: What's the Difference & Why It Matters](#)
- National Academies "The Science of Effective Mentoring in STEMM" [interactive website](#)
- UCSF From Mentor to Advocate: Building Sponsorship Skills as Mentors and Mentees [slides](#)
- [Understanding the Impact of Mentorships Versus Sponsorship](#)
- NIH OITE webinars: Sharpening Your Mentoring Skills [Part 1](#) and [Part 2](#)
- Mentoring is Not Enough: [Exploring Sponsorship](#) and Its Role in Career Advancement in Academic Medicine
- Top 10 Tips to Maximizing Your Mentoring Science Magazine [article](#)
- [Mentoring and Sponsoring Women Leaders](#)

