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
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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