

There are many ways to approach a mentoring statement! If you would like some topics to consider while crafting your mentoring statement, see below:

### **Work-Life Balance**

How do you approach time off/vacation in your lab?

Do you allow remote work?

What working hours do you expect of people in your lab? Is there flexibility?

### **Funding Sources**

If a postdoc joins your lab, will they need an outside funding source?

### **Research Group Culture**

How does data get stored in your lab group?

Are people in your lab expected to keep lab notebooks?

Will a postdoc in your lab be expected to mentor grads or undergrads?

During publication, who writes the text? Who creates the figures?

How is authorship on papers determined?

Does your lab group go on retreats?

### **Group Communications**

How often does your lab group meet as a group?

How often do you meet with postdocs 1:1?

How often and how do you give feedback to your postdocs?

How do you like to be contacted by people in your lab?

### **Expectations**

What happens if a conflict comes up in your lab?

Do you have your postdocs fill out Individual Development Plans (IDPs)?

### **Professional Development**

How often do postdocs in your lab typically attend conferences?

How does conference attendance get funded?

Are there mentorship/outreach opportunities for postdocs in your lab?

Are there networking opportunities outside of academia for people in your lab?

Is someone expected to act as the lab manager?

Below are two examples of postdoc mentoring statements, one more focused on lab philosophy, the other more focused on lab logistics. Either method can be a great way to craft a mentoring statement!

### **Philosophy-focused:**

My research group aims to create scientists who are well prepared to lead their own groups when they leave. I strive to create a balance between support and independence. Lab members are encouraged to take ownership of their research projects while seeking advice and asking questions of other lab members, as needed. I am available for 1:1 meetings on a mutually agreed upon schedule as well as for larger weekly group meetings. Members of the lab are encouraged to find a work-life balance by having interests beyond the lab. As group members become more established in the lab, they are encouraged to engage in mentorship and outreach opportunities. I am interested in developing postdocs as a whole scientist; someone

who is a mentor, leader and teacher as well as a field-leading researcher. All scientists are encouraged to apply as the group is dedicated to supporting a diverse and supportive environment for all lab members.

**Logistics-focused:**

My lab seeks to foster interdisciplinary, diverse research across a number of systems and organisms. In my lab, we have weekly team meetings as well as weekly one-on-one meetings. Outside of these meetings, I prefer to communicate via email. I encourage my students to attend at least one conference a year, for which funding is provided. My post-docs are asked to write 2-3 first author papers over the course of their time with me, often in collaboration with grad students and/or undergraduate students in my lab. My lab partners with people from Stanford, Caltech, and the National Oceanic and Atmospheric Association regularly, and opportunities are available for my post-docs to work on research with those groups as well. My students are encouraged to take physical and mental health breaks when needed, although they are asked to clear it with me first. Overall, my lab builds strong collaborators who are skilled at working with highly diverse people and projects.