



TRAINING TO ENHANCE RESEARCHER RESILIENCE AND ADAPTABILITY

MENTORING AND SUPPORTING TRAINEES' MENTAL HEALTH FACILITATOR GUIDE

USING THIS FACILITATOR GUIDE

- Please use either the faculty or trainee facilitator guide based on group participants

FACULTY FACILITATOR GUIDE

- What concerns or uncertainties do you have when mentoring trainees who may be struggling with mental health?
 - What are some examples of interactions with trainees where you found it challenging to know how to provide appropriate mentoring?
 - What are some communication practices you have developed that work well for connecting with trainees who are struggling with mental health challenges?

FACULTY CASE DISCUSSION

A trainee discloses anxiety and asks for extended deadlines repeatedly.

- How do you respond while maintaining fairness and progress?
- What is one concrete change you would like to make in your mentoring practice?



TRAINEE FACILITATOR GUIDE

- What makes it hard to talk about mental health in research settings?
- What parts of the challenges of navigating the research training experience do you feel need more mentoring support from faculty or program directors?
 - What are the barriers to getting support in these areas?
- What are some examples of interactions with mentors that went particularly well for getting support?
 - What communication practices did they use?

TRAINEE CASE STUDY

You're struggling but worried your mentor will see you as less capable.

- What are your options?
 - What communication strategies could be useful with your mentor?
 - What institutional resources, outside of your mentor, are available to you?
- What is one step you could take this month to better support your mental health or communication?

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