

SUPPLEMENTARY MATERIALS FOR

# **MENTORS**

## THE HIDDEN BENEFICIARIES OF MENTORING

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## Mentorship Manuscript Survey Questions

How have you participated in MPOWIR (check all that apply)

- ☐ As a early career participant
- ☐ As a Pattullo Leader
- ☐ As a Mentor Group leader
- ☐ NASA Speaker Series
- ☐ Attended events at National meetings
- ☐ I have not participated in MPOWIR
- ☐ I have not participate in MPOWIR, but would like to

What is your current career stage:

- ☐ Undergraduate Student
- ☐ Master's Student
- ☐ PhD Student
- ☐ Postdoctoral Scholar
- ☐ Early Career professional (1-4 years into career path)
- ☐ Mid-Career (5-9 years into a career path)
- ☐ Established Career (10+ years into a career path)

Did mentoring in MPOWIR change the way you lead your lab or research group at your organization?\*

- ☐ Yes
- ☐ No

Please describe any changes you made to how your lead your group as a result of MPOWIR leadership.\*

\*Question only displayed if 'As a Mentor Group leaders' or 'As a Pattullo Leader' were selected.

What sub-discipline of Oceanography is/was your primary area of study?

- ☐ Physical
- ☐ Chemical
- ☐ Biological
- ☐ Geological
- ☐ Interdisciplinary



Do you currently consider yourself a mentor?

- ☐ Definitely no
- ☐ Probably not
- ☐ Probably yes
- ☐ Definitely yes

How many individuals do you currently mentor?

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3-5
- ☐ 6-9
- ☐ 10+

Please select the challenges you encounter as a mentor:

- ☐ Time commitment
- ☐ Emotional stress
- ☐ Unrealistic expectations from mentees
- ☐ Feelings of failure

Please describe other challenge you encounter as a mentor.

Have you participated in mentorship education?

☐ Yes

☐ No

☐

How has mentoring others benefited you?

	To a great extent	Somewhat	Neutral	Very little	Not at all
Enhanced science identity, sense of belonging and self-efficacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persistence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher career satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhanced recruitment of URM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhanced professional network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness of issues Early Career Researchers face	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent has MPOWIR expanded your professional network?

- ☐ To a great extent
- ☐ Somewhat Neutral
- ☐ Very little
- ☐ Not at all

Where have you seen expanded networking opportunities (select all that apply)

- ☐ With career stage peers
- ☐ With senior colleagues
- ☐ With earlier career colleagues

Please rank your impressions of the following:

Job market in oceanography

- ☐ Very easy to find a job
- ☐ Moderately easy to find a job
- ☐ Neutral
- ☐ Moderately difficult to find a job
- ☐ Very difficult to find a job

Workload expectations

- ☐ Very low
- ☐ Moderately low
- ☐ Neutral
- ☐ Moderately high
- ☐ Very high

Physical Oceanography community commitment to diversity

- ☐ Very low
- ☐ Moderately low
- ☐ Neutral
- ☐ Moderately high
- ☐ Very high

The promotion process in your chosen career

- ☐ Very easy to advance
- ☐ Moderately easy to advance
- ☐ Neutral
- ☐ Moderately difficult to advance
- ☐ Very difficult to advance

Encouragement I received from other oceanographers

- ☐ Very discouraged by other oceanographers
- ☐ Moderately discouraged by other oceanographers
- ☐ Neutral
- ☐ Moderately encouraged by other oceanographers
- ☐ Very encouraged by other oceanographers

Ability to lead a balanced life

- ☐ Very easy to do
- ☐ Moderately easy to do
- ☐ Neutral
- ☐ Moderately difficult to do
- ☐ Very difficult to do

Gender:

What is your race or ethnicity?