

NIH MENTORING AWARD CRITERIA

Purpose:

The NIH Mentoring Award is designed to support and encourage the continuation of mentoring activities, and to establish mentoring as a core value at NIH. The award is given to individuals who have demonstrated significant leadership, skill, and ability in serving as a quality mentor to one or more individuals.

Eligibility:

All NIH employees who mentor others.

Criteria:

- Demonstrate effective relationships with individuals by being able to effectively communicate and actively listen. Having the ability to resolve conflicts and giving appropriate feedback.
- Valuing and taking pride in NIH and its work; understanding its mission, vision, and values, and supporting its initiatives.
- Exhibiting patience and willingness to spend and provide adequate time serving in the role of mentor.
- Serving as a role model—teaching and demonstrating high standards of performance, integrity, and ethical conduct.
- Providing ongoing technical advice and guidance in the specific subject matter area.
- Providing visibility through securing challenging projects and assignments for those that that mentor and by discussing his/her accomplishments with others.
- Motivating and inspiring the one that is being mentored to achieve breakthroughs by challenging his/her potential.
- Helping the one being mentored to develop important skills, such as: planning and the effective use of time, organization, communication and interpersonal skills, leadership, teamwork, creative thinking, etc.