

Table 2*Themes – mentees*

Theme	Description	Representative quote
1: Focus on the academic career	Captured an awareness that mentees developed about different career trajectories and leadership possibilities that exists at the program, Faculty and institutional level. For some, this awareness was enhanced when matched to a mentor from a discipline other than their own.	“... to listen to learn from the experiences of others, to make better decisions in terms of what lies ahead. And how you know what the different trajectories can be.”
2: Relationship formation	Relational engagement was reported as key for mentees. There was an acknowledgement that the centering of the mentoring relationship and the investment that both mentors and mentees made into developing an effective relationship, allowed mentees to speak about various aspects of their lives, including pressures and joys they experience outside of their academic role (e.g., with family/friends/community).	“And we know that our time is really limited in what we have and how normally I wouldn't give myself the luxury of time to have a lovely talk about family, because that wasn't necessarily my initial thought, but it was lovely.”
3: Meeting us “where we’re at”	Mentees were aware of the targeted and individualised mentoring they received. They noted the importance of having their specific career location and vision understood and reflected in the way mentors engaged with them. They noted that mentors worked diligently to identify possible connections or next steps in their careers that may not have been considered by the mentee.	“It's – I really feel more grounded in knowing that I have some people to bounce decisions off of but also at the same point in time I've been encouraged to reach out to speak to people that I wouldn't have before.”
4: Personal trainer	This theme centred on the time and accountability that was experienced by the mentees. They arranged for time to be carved out to spend with the mentor and this was their time. Also, mentees expressed the value of having a mentor that was retired. They felt that there was a different nature to the time they spent together and felt that they could not expect or ask for this from a senior faculty colleague.	“... I'm working with my mentor, you know, I was accountable to the time that they were putting in. And so, I made sure that I set aside the time to prepare or reflect or work on things so that it was sort of a like I didn't feel like I was wasting [their] time.”

5: Seeing the
'big picture'

This was a reflective pause that mentees allowed themselves. Mentees spoke of taking a welcomed moment to gaze beyond their day-to-day demands and see the broader perspectives that their mentors made visible to them. The importance of being exposed to perspectives that illuminate the diversity of possibilities on the road ahead and pausing to reflect on them was captured by this theme.

"It was an opportunity for me to kind of reflect on my career."

"... I guess it kind of confirmed, and I guess, having the opportunity to talk to the people like to my mentor that I was kind of on the right track and I enjoyed doing what I was doing, but it did give me an opportunity to reflect upon my career, and where it can go."
