<table>
<thead>
<tr>
<th>2-hour Meeting</th>
<th>Meeting Topic</th>
<th>Activities</th>
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| #1             | Finding your Place in a Mentoring Triad | 1. Engage: Introductions and Community Agreements  
2. Explore: “The Slob” (EM) and “Absent Mentor” (EM)  
3. Explain: Literature on Mentoring Triads  
4. Elaborate: Make connections and align expectations using “Prioritizing Research Mentor Roles” “Mentor Biography” tool (ER) |
| #2             | Aligning Expectations and Promoting Research Self-Efficacy | 1. Engage: Share outs on experiences with tools from last time  
2. Explore: Case study “I Want a Project Like Mark’s” (EM)  
4. Explore pt 2: Case study “Forced Guidance” (EM)  
5. Explain pt 2: Bandura’s theories for self-efficacy (EM) |
| #3             | Fostering Independence and Managing Effective Communication | 1. Engage: Working with Growth Zones (LIFT)  
2. Explore: Case study “In Over His Head” (EM)  
3. Elaborate: Growth Mindset and Active Listening in Three Variations  
a. Refers to “Sticky Situations” (ER) and “Active Listening” (EM)  
b. Sources two listening games from outside the CIMER curriculum  
4. Explain: “Mentor Interview About Making Research Posters” (ER) |
| #4             | Cultivating Holistic and Inclusive Research Training Environments | 1. Engage: What is “holistic” and “inclusive” mentoring?  
2. Explore: Five case studies with share outs: “Hands on Mentor” (EM), “Tweaking the Data” (EM), Big Strong Guy (EM), Awkward Mentor (ER), Keeping the Data (ER)  
3. Explain: Tools to promote inclusive and holistic mentoring—“Barriers to Effective Communication,” “Power of Social Persuasion,” “Messages Sent and Received,” “Research Documentation Process” and “Privilege Walk” (ER) |