

Table 1. Example of a developmental network for a mentee

Mentor–Mentee Relationship → Developmental support offered by this mentor ↓	Mentors who are career- seniors to the mentee	Mentors who are career- peers to the mentee	Mentors who are career-sub- ordinate to the mentee	Match based on profession- al specialty area	Match based on demographic factors	Match based on important val- ues, experiences, etc.
Career-related: How to get tenure	+	0	–	+	0	0
Career-related: How to publish	+	0	–	+	0	0
Career-related: How to get grants	+	0	–	+	0	0
Career-related: How to start your own practice	+	0	–	+	0	0
Psychosocial: Role-modeling	+	+	–	+	+	+
Psychosocial: General support, counseling on job stress, anxieties	+	+	+	+	+	+
Psychosocial: Work–family balance	0	0	0	0	+	0
Psychosocial: Networking	+	+	0	+	+	+

Note. + = likely function for this type of developer, 0 = possible function for this type of developer, – = unlikely function for this type of developer