



Role models

1. _____
2. _____
3. _____
4. _____

Safe Space

1. _____
2. _____
3. _____
4. _____

Emotional support

ie. friends, family, others

1. _____
2. _____
3. _____
4. _____



Substantive Feedback

ie. colleagues, editors

1. _____
2. _____
3. _____
4. _____

Intellectual Community

1. _____
2. _____
3. _____
4. _____

Professional development

1. _____
2. _____
3. _____
4. _____