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<b>Not Important to Me as a Mentor</b>	Personal Enjoyment
Working with Students Like Me	Money/Pay
Gaining Respect from my Peers	Gaining Respect from my Professors
Gaining Experience as a Mentor	Working with Children
Competence as an Engineer	Introducing Others to My Profession
Giving Back to the Community	Experience to put on a Resume
Working with my Friends/Classmates	Pressure from Family
Pressure from School	Connection to Other Students in my Program
Connection to the University	Helping Others
Gaining Respect from my Family	To meet New People
Becoming more integrated with the Engineering community	Learning from my Peers
Learning from my Mentees	Gaining Experience on a Grant-funded Project
Other: _____	Other: _____
Other: _____	Other: _____

## Appendix C: Codes

### Open Coding:

background  
 challenge  
 change  
 change career thinking  
 Connection  
 family  
 goal  
 major reason  
 mentor experience  
 mentor reason  
 path into program  
 prior mentoring  
 prior volunteering  
 university reason  
 Impostor syndrome  
 Survivor's guilt  
 Mentoring persistence: Relationships  
 Mentoring persistence: Fulfillment  
 Mentoring persistence: Altruism  
 Mentoring persistence: Learn about self  
 Mentoring persistence: Preparation for future

### *A priori* codes based on self-determination theory:

Mentoring reason: Altruism  
 Mentoring reason: Community  
 Mentoring reason: Empathy  
 Mentoring reason: Extroversion  
 Mentoring reason: Transactional  
 Mentoring reason: Likes working with kids  
 Mentoring reason: Preparation for future  
 Mentoring reason: Fulfilled