Mentee Role Self-Assessment

Mentee, here is an opportunity to assess yourself on the six factors discussed during your training on evaluating your mentoring partnership. Take a few minutes and try to rate yourself as you *actually are*, not as you'd like to be. A similar self-check will be provided to your mentor. If it feels comfortable, invite him or her to complete the mentor version, and discuss your findings in your next mentoring meeting.

| Directions : For each item, rate yourself as follows: | |
|--|--|
| 1 = Strongly disagree | 3 = Agree |
| 2 = Disagree | 4 = Strongly agree |
| Purpose | |
| | tant step for me. It to the success of this partnership. In why I want to meet with him/her. It to work on with the help of my mentor. In my goal(s). It relationship and what I'm doing in it. |
| Total points for Purpose: | |
| Communication | |
| I don't communicate more often the I'm an effective listener and reme I ask appropriate questions. I share adequate information about I monitor my nonverbal language I invite my mentor to give me sug As soon as possible, I try out my nonverbal language. | dds up to at least one or two hours a month. han we agreed unless it's a special circumstance. mber what my mentor tells me. |
| Total points for Communication: | |

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Trust

| I've talked about the topics of trust and confidentiality with my mentor. |
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| I'm beginning to trust my mentor more and more. |
| I'm becoming less guarded than when we first got together. |
| I share important information about myself with my mentor. |
| My mentor seems to be trusting me more and more. |
| I welcome and keep in confidence the information he/she shares with me. |
| My mentor can count on me to be honest. |
| He/She can count on me to follow through on my promises. |
| I avoid any trust-breaking behaviors such as canceling appointments without |
| compelling reasons, talking negatively about others, or making excuses about why I |
| don't follow through. |
| I'm willing to forgive some mistakes my mentor makes because my trust in him/her |
| is strong. |
| is strong. |
| Total points for Trust: |
| Total points for Trusti |
| Process |
| |
| I take responsibility for scheduling our meetings. |
| I like all or most of our meeting locations. |
| I've checked to be sure my mentor likes our meeting locations. |
| I like the length of our get-togethers. |
| I've checked to be sure my mentor likes the length of our get-togethers. I'm satisfied with the way we conduct our meetings. |
| I'm satisfied with the way we conduct our meetings. |
| I've checked to be sure my mentor is satisfied with how we conduct our meetings. |
| I'm aware of the four stages of formal mentoring. |
| I'm helping us move through those four stages. |
| I've checked to see if my mentor likes the style and frequency of our communication. |
| <u> </u> |
| Total points for Process: |
| 1 |
| Progress |
| |
| I'm working on one or more measurable goals with the help of my mentor. |
| I make it easy for my mentor to help me develop. |
| I take the lead on identifying interesting learning experiences I can try. |
| I welcome my mentor's suggestions of learning experiences for me. |
| I do at least one learning activity in between our mentoring meetings even if that |
| takes me 2-4 hours |
| I report the results of my learning to my mentor. |
| I've made significant progress toward my goal(s) since starting to meet with my |
| mentor. |
| I'm making notable progress in my ability to be mentored. |

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| My mentor knows and is satisfied with my progress I/we celebrate my progress. |
|--|
| I we celebrate my progress. |
| Total points for Progress: |
| Feedback |
| I told my mentor how and how often I want positive feedback. |
| I receive the right amount of positive feedback from my mentor. |
| I told my mentor the way I'd like to receive corrective feedback. |
| I continue to ask my mentor for corrective feedback. |
| When I receive positive feedback, I express my thanks. |
| When I receive positive feedback, I use the information to reinforce my habits. |
| When I receive corrective feedback, I'm usually non-defensive. |
| When I receive corrective feedback, I take immediate steps to apply it. |
| I remember to give my mentor positive feedback about his/her mentoring and other |
| assistance. |
| (If agreed upon) I give my mentor suggestions for improvement. |
| Total points for Feedback: |
| Total points for all six factors: |
| |

Scoring: Add up your points for each factor, and then total all your points.

161-240 points: You seem to be a committed, effective mentee. Check this out with your mentor to be sure your assessment is accurate in his/her eyes. Continue to enjoy mentoring and continue to polish your skills.

81-160 points: You're doing many things right as a mentee. Talk with your mentor to see if your assessment is accurate and if he/she has suggestions for improvement. Try to supplement or otherwise improve your performance on any items that you rated low.

80 or fewer points: It's admirable that you took this assessment and want to improve as a mentee. You may be harder on yourself than you need to be. Talk with your mentor to see if he/she will give you honest feedback on what you're doing right and what you could improve. Try to add a few new effective behaviors over the coming months.

Source: PCaddick Building Effective Mentoring Partnerships, http://pcaddick.com/page19.html