

MENTEE SELF-ASSESSMENT

Here is an opportunity to assess yourself on the six key ingredients of effective mentoring relationships. Try to rate yourself as you *actually are*, not as you'd like to be. A similar self-check was sent to your mentor. If it feels comfortable, invite him/her to complete or at least look over 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	Process	Communication	Trust	Feedback	Progress
<input type="checkbox"/> This mentoring relationship is a high priority for me.	<input type="checkbox"/> I take responsibility for scheduling our meetings.	<input type="checkbox"/> I get back to my mentor within the timeframe we agreed.	<input type="checkbox"/> I trust my mentor more and more, and I share important information about myself.	<input type="checkbox"/> I told my mentor how and how often I want positive feedback.	<input type="checkbox"/> I'm working on one or more measurable goals with the help of my mentor.
<input type="checkbox"/> I've proposed one or more goals to work on with the help of my mentor.	<input type="checkbox"/> I like the length of our get-togethers	<input type="checkbox"/> I don't communicate more often than we agreed unless it's a special circumstance.	<input type="checkbox"/> My mentor seems to be trusting me more and more.	<input type="checkbox"/> I receive the right amount of positive feedback from my mentor.	<input type="checkbox"/> I make it easy for my mentor to help me develop.
<input type="checkbox"/> I'll recognize when I've reached my goal(s).	<input type="checkbox"/> I've checked to be sure my mentor likes the length of our get-togethers.	<input type="checkbox"/> I'm an effective listener and remember what my mentor tells me.	<input type="checkbox"/> I welcome and keep in confidence the information s/he shares with me.	<input type="checkbox"/> I told my mentor the way I'd like to receive corrective feedback.	<input type="checkbox"/> I take the lead on identifying interesting learning experiences I can try.
<input type="checkbox"/> I feel good about the focus of this relationship and what I'm doing in it.	<input type="checkbox"/> I'm satisfied with the way we conduct our meetings.	<input type="checkbox"/> I ask appropriate questions.	<input type="checkbox"/> My mentor can count on me to be honest and to follow through on my promises.	<input type="checkbox"/> I continue to ask my mentor for corrective feedback	<input type="checkbox"/> I do at least one learning activity in between our mentoring meetings.
<input type="checkbox"/> This relationship is a good use of my time.	<input type="checkbox"/> I've checked to be sure my mentor is satisfied with how we conduct our meetings.	<input type="checkbox"/> I invite my mentor to give me suggestions for how I can communicate better.	<input type="checkbox"/> 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.	<input type="checkbox"/> When I receive positive feedback, I express my thanks and use the information to reinforce my efforts.	<input type="checkbox"/> I report the results of my learning to my mentor.
<input type="checkbox"/> Total Purpose Points	<input type="checkbox"/> I've checked to see if my mentor likes the style and frequency of our emails.	<input type="checkbox"/> I try out my mentor's suggestions on communication as soon as possible.	<input type="checkbox"/> Total Trust Points	<input type="checkbox"/> When I receive corrective feedback, I'm usually non-defensive and take immediate steps to apply it.	<input type="checkbox"/> I've made significant progress toward my goal(s) since starting to meet with my mentor.
	<input type="checkbox"/> Total Process Points	<input type="checkbox"/> Total Communication Points		<input type="checkbox"/> I remember to give my mentor positive feedback about his/her mentoring and other things.	<input type="checkbox"/> My mentor knows and is satisfied with my progress.
				<input type="checkbox"/> Total Feedback Points	<input type="checkbox"/> Total Progress Points

Total Points

Scoring: Add up your points for each factor, and then total all your points.
97-144 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.
49-96 points: You're doing many things right as a mentee. Talk with your mentor to see if your assessment is accurate and if s/he has suggestions for improvement. Try to add or improve your performance on any items that you rated low.
48 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 s/he 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.

Excerpted and adapted from an article by Dr. Linda Phillips-Jones of The Mentoring Group (www.mentoringgroup.com).