

# Mentee Assessment Elements

## Why Do an Assessment?

This topic is as important to your mentee as it is to you as the Mentor. Since a **mentoring relationship exist mainly for the Mentee's growth and success**, it makes sense for you as the Mentor, and also themselves as the Mentee, to monitor the relationships to ensure it's as good as it can be.

As we learned right at the very outset – even in the G~MAS and the first modules of Phase one, mentoring relationships tend to be more satisfying for both parties when certain elements are in place and when both the mentor and the mentee take active roles. What follows is an overview from the [Mentee perspective](#).

## Key Ingredients for the review of Golden Key Mentoring Relationships

### 1. Purpose

This relationship is a high priority for both of you. You consider finding mentors and being a responsible mentee as one of the most important growth steps you can take. You and your mentor are clear on why you're together and the reasons you're meeting. You've discussed and agreed upon what you'll work on, and you recognise when you are on purpose and when not. You feel good about the focus of the relationship and what's happening in it. From time to time you check in with the Mentor to explore whether you should change your purpose or focus in some way. When you've accomplished the goal or goals of your relationship, you're willing to see the partnership shift focus, end for the time being or wrap up completely.

### 2. Communication

Communication happens in the ways (virtual platforms, in person, phone, messaging, email, fax, mail) you both prefer. You get back to your mentor in the timeframe you've agreed upon. Your mentor does the same. The communication between you adds up to at least one or two hours a month and is frequent enough for both of you. You're an effective listener, and you remember what your mentor tells you. You ask appropriate questions, and your mentor responds. You share information about yourself. You monitor your nonverbal language to be sure it's conveying what you want it to. You invite your mentor to give you suggestions for how you can communicate better, and you try these out in a timely manner.

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## Key Ingredients for the review of Golden Key Mentoring Relationships (continued)

### 3. Trust

The trust between you is well established and continues to grow. You welcome and keep in confidence the information your mentor shares with you. Your mentor knows he/she can count on you to be honest and to follow through on your promises. You avoid any trust-breaking behaviours such as cancelling appointments without compelling reasons, talking negatively about others, or making excuses about why you can't follow through on commitments. You're increasingly sharing more of yourself and are becoming less guarded than when the mentoring partnership started.

### 4. Process

Your meetings and other interactions move along at the right pace. You meet often enough to suit you both. The sessions are usually the right length. You both like where/how you're meeting. You enjoy the 2-4 hours of effort you devote to follow through on agreements between mentoring sessions. You like how you operate as a mentoring pair and check in with each other to see if you're both satisfied

### 5. Progress

You make it easy for your mentor to help you identify appropriate life, personal, relational or professional goals and build insight and competencies that enables the reaching of those goals. You take the lead on identifying interesting learning experiences and report the results to your mentor. You've made significant progress toward your goals since starting to meet with your mentor. You're also making notable progress in your ability to be mentored.

### 6. Feedback

You've invited positive and corrective feedback from your Mentor. When you receive positive feedback, you express your thanks and use the information to reinforce your efforts. When you receive corrective feedback, you're non-defensive and take immediate steps to apply it. You remember to give your mentor positive and constructive feedback about his/her mentoring and other things he/she has shared. If agreed upon, you give your mentor suggestions for improvement.