

Mentee Assessment Survey

Introduction

Now that we've covered the six key ingredients of effective relationships and your mentee role in each of them, it's time to assess yourself on these factors. Take a few minutes to review the following questions and write your answers. Try to rate yourself as you actually are, not as you'd like to be

Key:

1 = Strongly disagree	3 = Agree
2 = Disagree	4 = Strongly agree

1. Purpose

- This mentoring relationship is a high priority for me.
- Finding mentors
- Being a responsible mentee is similarly strategic for me.
- I've been clear with my mentor on why I want to meet with him/her.
- I've proposed one or more goals to work on with the help of my mentor.
- I'll recognize when I've reached my goal(s).
- I feel good about the focus of this relationship and what I'm doing in it.
- This relationship is a good use of my time.
- From time to time I check in to see if we should change our focus in some way.
- Once I've accomplished my goal(s), I'm willing to see the relationship refocus, end for the time being or finish up all together.

Total points for Purpose: _____

2. Communication

- I communicate in the ways (virtually, in person, phone, messaging, email, fax, mail) we agreed.
- I get back to my mentor in the timeframe we agreed.
- The communication between us adds up to at least one or two hours a month.
- I don't communicate more often than we agreed unless it's a special circumstance.
- I'm an effective listener and remember what my mentor tells me.
- I ask appropriate questions.
- I share adequate information about myself.
- I monitor my nonverbal language to be sure it's conveying what I want it to.
- I invite my mentor to give me suggestions for how I can communicate better.
- As soon as possible, I try out my mentor's suggestions on communication.

Total points for Communication: _____

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3. Trust

- ___ I've talked about the topics of trust and confidentiality with my mentor.
- ___ 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.

Total points for Trust: _____

4. 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've checked to be sure my mentor is satisfied with how we conduct our meetings.
- ___ I'm aware of the important elements of a formal mentoring relationship as reviewed in the prior reading.
- ___ I'm helping us move through those stages.
- ___ I've checked to see if my mentor likes the style and frequency of our emails and other contact.

Total points for Process: _____

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5. 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.
- ___ My mentor knows and is satisfied with my progress.
- ___ I celebrate my progress.

Total points for Progress: _____

6. 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: _____