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  
2 = Disagree  
3 = Agree  
4 = Strongly agree

**Purpose**

___ This mentoring relationship is a high priority for me.  
___ Finding my mentor was an important step for me.  
___ Being a responsible mentee is key to the success of this partnership.  
___ 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 or perhaps end for the time being.

Total points for Purpose: ______

**Communication**

___ I communicate in the ways 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: ______
Mentee Role Self-Assessment

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: ______

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 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.

Total points for Process: ______

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.
Mentee Role Self-Assessment

___ My mentor knows and is satisfied with 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.