

# Mentoring Style and Skill Assessment

5 = Almost always  
 4 = To a great extent  
 3 = To some extent  
 2 = To a little extent  
 1 = Not at all

	<b>You:</b>	<b>Rating</b>
<b>Relationship Savvy</b>	Effectively communicate interest in the individual.	
	Listen without interrupting.	
	Approach resistance with curiosity.	
	Are open to feedback on how you can be a better mentor.	
	Are accepting of individual learning and style differences.	
	Know your own strengths and limitations.	
	Are aware of biases that might affect the relationship.	
	Act as a role model by sharing what you have learned.	
	Are clear about how you benefit from being a mentor.	
	Are skilled in providing feedback – critical and appreciative.	
	Give priority to meetings and conversations with the person you are mentoring.	
<b>Build Interest and Commitment</b>	Demonstrate interest in the values of the person you are mentoring.	
	Share information and expectations for working in your discipline / department / organization.	
	Share information about how the person being mentored is viewed or experienced by others.	
	Help people understand others' perceptions of their capabilities.	
	Listen while people explore how work expectations fit with their personal priorities and the needs of the organization.	
	Help people see the "bigger picture" of the organization.	
	Help people to find the best methods to learn new skills or attain competencies.	
	Encourage people to take risks and learn from their mistakes.	
	Identify opportunities for challenging assignments.	
	Provide a sense of the person's options such that they feel energized to persist.	
Explore learning styles with your protégé.		
<b>Influencing the Organization</b>	Influence others on your protégé's behalf.	
	Address issues related to diversity in your organization.	
	Are willing to compete with others to secure opportunities for your protégé.	
	Help key people in the organization understand needs and experiences of your protégé.	
	Are able to create opportunities for your protégé that would benefit your protégé and others.	
	Effectively communicate how the organization benefits from mentorship efforts.	