

Mentee Self-Assessment

Would you benefit from having a mentor?

If you agree with some or many of these, then chances are you will gain from the experience of being mentored:

- I'm not sure where my career is heading.
- I know where I'd like my career to head, but I don't know how to get there.
- I sometimes feel I want to discuss important decisions with someone outside my work area.
- I would value learning from somebody significantly more experienced in my field, or in an area of knowledge I need to acquire.
- I'd really value space and time to think creatively about my role and responsibilities.
- I would like some constructive feedback from someone who is objective.
- I'd like to grow my skills of developing others.
- I sometimes struggle to determine what the ethical decision is.
- I feel our team meetings could be a lot more productive than they are currently.
- I'd like to be challenged in my thinking more.
- I am sometimes held back by lack of confidence/self-belief.
- I need to be more effective at managing the politics of my organisation, while remaining authentic.
- I need to build the scope and quality of my networks.

Are you ready?

Before you commence this training, review the questions below and think about your readiness to be in a mentoring relationship. Keep a copy of your answers. At the end of the training you will have an opportunity to complete the self-assessment again. You can compare this self-assessment with your answers after you have completed the training.

Mentee attributes

To what extent do you agree or disagree that are you the kind of person who:

	Strongly Disagree	Disagree	Neutral or Does not Apply	Agree	Strongly agree
is committed to your own learning	1	2	3	4	5
is open to feedback	1	2	3	4	5
learns well from others	1	2	3	4	5
can commit to putting in time and effort for what you want	1	2	3	4	5
wants to be challenged and see another perspective	1	2	3	4	5

Understanding of mentoring and the responsibilities of the mentee

Please rate yourself on your level of understanding of:

	Little or no understanding	Not much understanding	Neutral or Does not Apply	Some understanding	Very well developed understanding
the mentoring concept	1	2	3	4	5
the role of the mentee	1	2	3	4	5
the responsibilities of a mentee	1	2	3	4	5

the benefits of mentoring	1	2	3	4	5
the phases of the mentoring relationship	1	2	3	4	5
the logistics of managing a mentoring relationship	1	2	3	4	5

Mentee skills

Consider how much you know about what it actually takes to be a great mentee and get as much as you can from the time you have with your mentor. Do you have the skills? Consider your answers to the following statements.

I know how to:

	Strongly Disagree	Disagree	Neutral or Does not Apply	Agree	Strongly agree
build rapport and trust with a mentor	1	2	3	4	5
have a successful first meeting with a mentor and contract for success	1	2	3	4	5
set goals for the mentoring relationship	1	2	3	4	5
manage confidentiality and boundaries of the relationship	1	2	3	4	5
listen actively	1	2	3	4	5
ask questions that will elicit the information I want from my mentor	1	2	3	4	5

summarise effectively	1	2	3	4	5
prepare for mentoring meetings	1	2	3	4	5
give feedback to the mentor so s/he knows what they can keep/stop doing, that will help	1	2	3	4	5
take corrective action if the relationship is not meeting expectations	1	2	3	4	5

Mentor Readiness

Please rate yourself, based on your answers above, on how ready you feel to have a mentor:

- ☐ Not ready at all
- ☐ Somewhat ready
- ☐ Definitely ready