

ASSESSING YOUR STYLE AS A MENTOR

Place a rating in the appropriate box next to each question according to the following scale:

1. Rarely behave in this way/significant development need.
2. Sometimes behave in this way/could do more.
3. Often behave in this way/ competent in this area.
4. Continually demonstrate skill in this area/significant strength.

	Rating of 1-4
Personal style	
1. I build rapport and establish trust.	
2. I maintain confidentiality.	
3. I am committed to the development of people	
Giving feedback	
4. I am forthright, constructive and challenging when giving feedback.	
5. I help people to gain new insights.	
6. I always try to give specific examples.	
7. I balance the positive with the negative	
Questioning	
8. I spend time questioning and probing others in order to understand problems fully.	
9. I use questions to help others review their progress.	
10. I ask questions in order to understand people better, and what motivates them.	
11. I use a variety of questioning skills for different situations and purposes.	
Setting objectives and direction	
12. I help others to set clear and achievable goals	
13. I encourage others to work towards challenging professional & personal development goals.	

14. I set goals which ensure that people continue to develop new knowledge and skills.	
Being open and accessible	
15. I make myself accessible to others.	
16. I make it easy for others to be open and candid.	
17. I make time to review performance and to support others.	
18. I remain committed to scheduled mentoring meetings.	
Supporting colleagues	
19. I raise difficult issues in a constructive way.	
20. I am generally tolerant of mistakes, seeking to derive learning from them.	
Active listening	
21. I listen carefully and give full attention.	
22. When talking to others, I frequently clarify and check understanding.	
23. I encourage others to talk and do not interrupt.	
24. I balance the amount of talking and listening.	
Flexibility	
25. I am open to new ideas.	
26. I stimulate people to use their creativity and explore different solutions.	
27. I help people to find their own solutions rather than telling people what to do.	
Awareness of culture	
28. I help people to identify the key stakeholders involved with change.	
29. I help people understand the strategic perspective of the institution.	
30. I help people to understand cultural issues which may affect their success.	
31. I help people to understand political issues which may affect their success.	