

# Mentor Readiness Assessment

In an effort to assist Human Resources in creating a mentoring pool, the Mentoring Committee would like to assess both your interest and readiness to become a mentor.

Please take a few minutes and complete the following Mentor Assessment.

## **Part I: Ability**

Review the statements listed below and think about your own readiness to be a mentor. In the blank space beside each statement, write down the number that corresponds to your readiness to perform that particular mentor behavior. Use the following scale when making your response.

1 = Not ready at all

2 = Somewhat ready

3 = Definitely ready

\_\_\_\_\_ Provide positive recognition and constructive feedback to the mentee.

\_\_\_\_\_ Give the mentee developmental guidance and advice as needed.

\_\_\_\_\_ Share your knowledge of the organization's unwritten rules.

\_\_\_\_\_ Keep the mentee apprised of important events and information.

\_\_\_\_\_ Help the mentee diagnose and assess her or his development needs.

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## **Part II: Commitment and Willingness**

Review the statements listed below and check the answer that is most appropriate for you.

1. Are you willing to invest time, energy, and effort in a mentoring relationship?

- Yes  
 No

2. Are you willing to share the learning from your failures as well as your successes?

- Yes  
 No

3. Are you willing to give honest feedback to the mentee?

- Yes  
 No

4. Are you willing to help the mentee learn from her or his challenges and mistakes?

- Yes  
 No

Listed below are some common concerns as well as potential benefits. Check those concerns and benefits most important to you.

Concerns

- Time Commitment
- Perceptions of Bias & Fairness
- Lack of Chemistry with Mentee
- Any Problems Will Be Held Against Me
- My Ability to Provide Valuable Experiences
- My Ability to Coach and Give Feedback

Benefits

- Opportunity to Help Someone Develop
- Opportunity to Improve My Coaching & Feedback Skills
- Contribute to the School's Success
- Leave a Legacy with the School
- Build my Support Network

5. Do the benefits outweigh the concerns?

- Yes     No

6. What experience do you have with mentoring?

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Print Name

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Date

**Return forms to:**

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