

### **Questions Mentees Should/Can Ask Themselves**

- ✓ Do I want a mentor?
- ✓ What do I think a mentor should do for me?
- ✓ What are my strengths?
- ✓ What are my development needs?
- ✓ What would I like to know from a mentor?
- ✓ If I had a mentor, what are the most important things that person could help me with?
- ✓ What are my short-term job objectives?
- ✓ What are my long-term career goals?
- ✓ What do I expect to contribute to the mentoring process?
- ✓ What do I bring to the table?
- ✓ What should my mentor do for me?

## **Reflecting on Your Mentoring Experiences**

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Think about your past mentoring experiences and write answers to these questions.

1. Who were the people there to guide you, support you, and strengthen you?

2. What did you learn?

3. What made the experience worthwhile and meaningful?

4. What wisdom did you gain?

5. What did this experience teach you about being a mentoring partner?

## **Mentoring Skills Inventory**

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*Instructions:* Review each skill and indicate how comfortable you are in using it by checking one of the three grids: V = very comfortable, M = moderately comfortable, U= uncomfortable. Then identify an example that illustrates a concrete situation in which you were either comfortable or uncomfortable using the skill. Check each skill that you feel you must improve to develop a level of comfort. Once you have completed the skill inventory, rank your overall comfort level with all twelve skills on a scale of 1 to 5.

Skill	Comfort Level			Examples	Needs Work
	V	M	U		
Asking for feedback					
Brainstorming					
Brokering relationships					
Coaching (at multiple levels)					
Communicating					
Fostering accountability					
Goal setting					
Managing conflict					
Mentoring					
Problem identification					
Problem solving					
Providing feedback					
Overall Rating                      1      2      3      4      5					

## **Creating or Revising your Personal Vision**

*From [www.thementoringgroup.com](http://www.thementoringgroup.com)*

Things I Really Enjoy Doing

What Brings Me Happiness/Joy

The Two Best Moments of My Past Week

Three Things I'd Do If I Won the Lottery

Issues or Causes I Care Deeply About

My Most Important Values (Circle)

Having integrity      Serving/pleasing God      Being fit and healthy  
Having a nice home and belongings      Leaving the world a better place      Having fun  
Learning and improving myself      Making others' lives easier or more pleasant  
Enjoying my family      Others? (Add)

Things I Can Do at the Good-to-Excellent Level

What I'd Like to Stop Doing or Do as Little as Possible