

Mentoring Competence Measure

Person being rated: _____

1 = Strongly disagree; 3 = Disagree; 5 = Neither agree or disagree; 7 = Agree; 10 = Strongly Agree

- | | | | | | |
|---|---|---|---|---|----|
| 1. He/she is an enthusiastic learner and shows an attitude of curiosity. | 1 | 3 | 5 | 7 | 10 |
| 2. She/he demonstrates humility--always open and real. | 1 | 3 | 5 | 7 | 10 |
| 3. He/she clearly links what is being learned to a larger vision or purpose. | 1 | 3 | 5 | 7 | 10 |
| 4. She/he helps me feel comfortable about taking appropriate risks. | 1 | 3 | 5 | 7 | 10 |
| 5. If he/she makes a mistake, he/she admits it and takes responsibility for it. | 1 | 3 | 5 | 7 | 10 |
| 6. She/he is an excellent listener, just as interested in standing in my shoes as making her/his own point of view known. | 1 | 3 | 5 | 7 | 10 |
| 7. If he/she were to offer advice or a suggestion, it would be always given with my interests at heart. | 1 | 3 | 5 | 7 | 10 |
| 8. If we were in a discussion, I'm confident there would be a healthy "give and take," not just a one-way lecture. | 1 | 3 | 5 | 7 | 10 |
| 9. If I made a mistake, she/he would assume it was an honest error and help me learn from it. | 1 | 3 | 5 | 7 | 10 |
| 10. He/she gives me feedback which is without judgment or any effort to make me feel guilty. | 1 | 3 | 5 | 7 | 10 |

Total Score: _____. 90-100 = A first class learning coach; 80-89 = Good potential but has a few underdeveloped strengths; 70-79 = May resort to non-mentoring actions under stress; Below 70 = Might want to read **Managers As Mentors...twice!!**

For more information see *Managers as Mentors: Building Partnerships For Learning* by Chip R. Bell (SF: Berrett-Koehler Publishers).