

MENTOR’S PERSONAL EVALUATION

The next step is very important for both you as a mentor and for your protégé, because it helps prepare you for how you approach your new job as a mentor. Your protégé will be making a similar evaluation of his or her personal situation at the beginning of your new relationship. There are no “right” answers to these questions as they are personal, but you do need to formulate the answers.

Before starting a new relationship it’s a good idea to step back from your day-to-day life and ask yourself – where am I? How am I doing? This activity will also help you give feedback to your protégé on how you see the relationship. You might consider transferring some of your more profound insights to your logbook.

Instructions

Take time to complete this questionnaire on your own. Your protégé will be filling out a similar form. Consider discussing the results at a meeting with your protégé, talk about each question, sharing your answers with each other. Remember, the purpose of this is to help you get a real picture of where you are – if you’re not honest, you’ll end up with a picture of someone else and not yourself.

Questions

Keeping in mind the goals you’ve set for yourself in your new relationship, answer these questions as honestly as you can:

- (1) Think back to when you were the age of your protégé. Try to recall how you behaved and what goals you had set for yourself. What were your top five strengths as a person that helped you reach the level you are at today?

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

- (2) What were my top five areas for improvement as a person – the five things I needed to overcome to reach the level I am today?

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

STRATEGIES FOR SUCCESS IN MENTORING

(3) What were the top five opportunities available to me then and how do they compare to the opportunities available to my protégé?

1. _____
2. _____
3. _____
4. _____
5. _____

(4) What were the top five threats to my career when I was my protégé's age and how do they compare to what my protégé faces today?

1. _____
2. _____
3. _____
4. _____
5. _____

(5) What are the five most important things I can do over the next six months to use my strengths to help my protégé overcome his/her challenges?

1. _____
2. _____
3. _____
4. _____
5. _____