

Self-Assessment: Discover Your Mentoring Style

Instructions: For each statement below, indicate the extent to which you agree or disagree, using the following scale:

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	Advisor	
1.	I enjoy sharing my knowledge and experience with others to help them solve problems.	
2.	I often provide practical advice and guidance based on my own successes and failures.	
3.	I am comfortable offering specific recommendations and suggesting solutions to challenges.	
4.	People often come to me for my expertise in [your area of expertise].	
5.	I believe sharing my insights is the most effective way to help someone grow.	
	Advisor Total:	

	Developer	
1.	I believe in expanding people's skill sets and experiences to help them reach their full potential.	
2.	I provide constructive feedback to help people improve their skills and abilities.	
3.	I enjoy identifying and creating opportunities for others to learn and grow.	
4.	I am good at identifying specific areas where people can develop and improve.	
5.	I encourage people to take on new challenges and embrace learning opportunities.	
	Developer Total:	

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	Broker	
1.	I enjoy connecting people with resources and opportunities that can help them succeed.	
2.	I am comfortable using my network to open doors for others.	
3.	I actively seek out opportunities to connect people with the right individuals.	
4.	I am good at identifying the resources and connections that people need to achieve their goals.	
5.	I believe that networking is crucial for career success.	
	Broker Total:	

	Challenger	
1.	I am comfortable challenging people's assumptions and pushing them to think more critically.	
2.	I believe that honest feedback is essential for true professional growth.	
3.	I am not afraid to ask difficult, probing questions and provide uncomfortable truths when necessary.	
4.	I encourage people to push past their self-imposed mental limits and strive for excellence.	
5.	I think people learn and adapt best when they are pushed outside their comfort zones.	
	Challenger Total:	

	Clarifier	
1.	I am good at helping people gain clarity on their goals and values.	
2.	I ask probing questions to help people understand themselves better.	
3.	I facilitate self-reflection and help people develop a clear vision for their future.	
4.	I believe that self-awareness is the foundation for success.	
5.	I help people identify their priorities and make decisions that align with their values.	
	Clarifier Total:	

	Affirmer	
1.	I enjoy providing encouragement and support to others.	
2.	I celebrate people's successes and offer reassurance during setbacks.	
3.	I am good at building people's confidence and self-esteem.	
4.	I believe that positive reinforcement is essential for growth.	
5.	I try to create a supportive and encouraging environment for others.	
	Affirmer Total:	

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	Sponsor	
1.	I actively advocate for others and use my influence to promote their careers.	
2.	I am comfortable nominating people for high-profile projects and opportunities.	
3.	I use my network to help others gain visibility within the organization.	
4.	I believe in actively supporting the career advancement of others.	
5.	I speak up for people when they aren't in the room.	
	Sponsor Total:	

	Protector	
1.	I am good at identifying potential risks and challenges that others may face.	
2.	I offer guidance on navigating difficult situations and provide support during times of stress.	
3.	I advocate for others' well-being and protect them from negative influences.	
4.	I am a good listener and provide a safe space for people to share their concerns.	
5.	I anticipate problems and offer help before it's asked.	
	Protector Total:	

Scoring:

1. **Calculate Subtotals:** For each of the mentoring styles (Advisor, Developer, Broker, Challenger, Clarifier, Affirmer, Sponsor, Protector), add up the scores for the five statements associated with that style.
2. **Identify Your Dominant Style:** Your highest score indicates your primary or dominant mentoring style. This represents the behaviors and tendencies you rely on most naturally when supporting others.
3. **Review Your Relative Scores:** Don't focus on the absolute scores, but rather how the scores compare to each other. Even if all your scores are relatively high, some styles will still be more prominent than others.
 - a) **Ties or Close Scores:** If you have tied or very close scores, it means you naturally blend multiple approaches depending on the situation. Review the "Interpreting Tied Scores" section below.
 - b) **Lower Scores:** Your lowest scores do not represent weaknesses; they simply highlight styles you utilize less frequently. These are great areas for intentional growth!
4. **Take the Next Step:** Review the Mentoring Styles Definitions document to dive deeper into the unique strengths and best practices of each style.

Interpretation Guide:

- **High Score (20-25):** This is a strong mentoring style for you. You likely feel comfortable and confident using this approach.
- **Moderate Score (15-19):** You exhibit this mentoring style to a moderate degree. You may use it in certain situations or with certain mentees.
- **Low Score (5-14):** This is not a dominant mentoring style for you. You may not feel as comfortable or confident using this approach.

Handling Tied Scores:

When you have tied scores for two or more mentoring styles, it indicates that you likely exhibit characteristics of both (or all) of those styles. Here's a breakdown of how to interpret and address tied scores.

1. Acknowledge the Tie

Recognize that the tie suggests you have a strong affinity for both styles. Don't try to force a single "dominant" style if the scores are genuinely equal.

2. Deeper Dive into the Tied Styles

Review the Statements: Go back to the statements for each of the tied styles. Which specific statements within each style did you agree with most strongly? This can help you understand which aspects of each style resonate most with you.

Example: Let's say you have a tie between "Advisor" and "Developer." You might find that you strongly agreed with statements about sharing your knowledge (Advisor) but also strongly agreed with statements about challenging people to step outside their comfort zones (Developer). This suggests you're comfortable both guiding with expertise and pushing for growth.

3. Consider the Context

Think about past mentoring experiences: Have you noticed yourself using both styles in your mentoring relationships? In what situations did you find yourself acting more as an Advisor, and in what situations did you act more as a Developer?

Consider the mentee's needs: The best approach might depend on the individual mentee. Some mentees might benefit more from your advisory skills, while others might need more of a developmental push.

4. Embrace the Blend

It's perfectly valid (and often beneficial) to have a blended mentoring style. The tie suggests you're comfortable switching between different approaches as needed.

Think of it as having a more versatile toolkit.

Reflection Questions (After Scoring):

1. Do the results of this assessment align with your perception of your mentoring style? Why or why not?

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2. Which mentoring styles do you feel most comfortable using?
3. Which mentoring styles do you feel less comfortable using? Are there any styles you would like to develop further?
4. How might your mentoring style be influenced by your personality, values, and experiences?
5. How can you use this information to become a more effective mentor?
6. What are the potential strengths and weaknesses of your dominant mentoring styles?
7. How can you adapt your mentoring style to meet the individual needs of different mentees?

Important Considerations:

- **Self-Perception:** This assessment is based on self-perception and may not perfectly reflect how others perceive your mentoring style.
- **Flexibility:** Effective mentors are often able to adapt their style to meet the needs of the mentee.
- **No "Right" Style:** There is no single "right" mentoring style. The best style depends on the mentee's needs, the mentoring goals, and the context of the relationship.
- **Development:** This assessment can be a starting point for developing a more well-rounded and effective mentoring approach.