MENTORING & DEVELOPING OTHERS ASSESSMENT

Instructions

The assessment on mentoring and developing others is designed to gauge an individual's proficiency in guiding and nurturing the growth of others as a leader. It encompasses five key categories. This assessment aims to help you reflect on your mentoring capabilities, identify areas for improvement, and ultimately enhance your effectiveness in cultivating the potential of those you lead.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

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

1. I actively seek opportunities to mentor and guide individuals in their professional growth.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

2. I set clear goals and expectations for those I mentor and provide the necessary support to achieve them.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

3. I foster a supportive and inclusive environment that encourages open communication and trust.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

4. I provide guidance and support in navigating career development and advancement opportunities.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

5. I actively promote a culture of continuous learning and development within my team or organization.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

6. I adapt my mentoring style to meet the unique needs and preferences of each individual I mentor.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

7. I help individuals identify their strengths and weaknesses and provide resources to enhance their skills.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

8. I provide timely recognition and appreciation for the achievements and progress of those I mentor.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

9. I encourage individuals to reflect on their experiences and learn from both successes and failures.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

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10. I provide opportunities for those I mentor to network and connect with other professionals in their field.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

11. I actively listen to the concerns and challenges of those I mentor and provide appropriate guidance and support.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

12. I encourage individuals to take on new challenges and opportunities to develop their skills and knowledge.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

13. I am aware of and address any biases or assumptions that may impact my mentoring relationships.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

14. I encourage a growth mindset and support individuals in their pursuit of personal and professional growth.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

15. I seek feedback from those I mentor to improve my own mentoring and leadership skills.

| 1 Strongly Disagree | 2 Somewhat Disagree | 3 Neutral | 4 Somewhat Agree | 5 Strongly Agree |

Answer Key

Calculate your total score from the questions above and find the corresponding category.

Score: 65-75 Values Based Team Thriving

You have a strong demonstration of values-based leadership. By consistently emphasizing values within the team and reflecting on actions and communication you are putting values at the center of your team's work. You have successfully created a positive and inclusive work environment. With your leadership you have had a substantial impact in fostering personal growth, accountability, compassion, healthy competition, and equality within the team. As you hire and onboard new team members be sure to continue to make your teams values a focus so that your team continue to thrive.

Score: 50-64 Values Based Team In Progress

As a leader, you demonstrate a values-based leadership but can be inconsistent at times. You have made efforts to create a positive and inclusive work environment. Continue to focus on this as further improvement is needed. Here are three tips to help your team continue its successful trajectory:

1. **Celebrate Achievements and Milestones:** Recognize and celebrate the team's achievements and milestones, both big and small. Acknowledging and rewarding hard work and success reinforces positive behavior and boosts team morale. This recognition can be in the form of public praise, rewards, or simply a heartfelt thank you.
2. **Encourage Continuous Learning and Development:** Foster a culture of learning and growth within the team. Encourage team members to pursue professional development opportunities, attend workshops, and share their knowledge with one another. This investment in personal growth not only benefits team members individually but also enhances the collective expertise of the team.
3. **Promote Collaboration and Support:** Continue to emphasize collaboration and mutual support among team members. Encourage an open and inclusive environment where team members feel comfortable sharing ideas and seeking help when needed. Collaboration fosters creativity, enhances problem-solving abilities, and strengthens team bonds.

By following these tips, your values-based team will continue to thrive, maintain its strong sense of purpose, and achieve even greater success in the future.

Score: Less than 49 Values Based Team in Progress

Limited demonstration of values-based leadership. Minimal emphasis on values within the team. Struggles to create a positive and inclusive work environment. Creating a values-based team is essential for fostering a strong and cohesive work environment. Here are three short tips for a leader to achieve this:

1. **Define and Communicate Core Values:** Clearly articulate the core values that represent the foundation of your team's culture. These values should align with the organization's mission and vision. Communicate these values regularly to team members through meetings, emails, and other channels, emphasizing their importance in guiding decision-making and behavior.
2. **Lead by Example:** As a leader, you must embody the values you expect from your team. Consistently demonstrate behaviors that reflect the core values, both in your interactions with team members and in your decision-making process. Leading by example sets a powerful precedent and encourages others to follow suit.
3. **Promote Open Dialogue and Inclusivity:** Foster an environment where team members feel comfortable sharing their opinions, ideas, and concerns. Encourage open dialogue and active listening, ensuring that everyone's perspective is valued and respected. Embrace diversity and inclusivity, as different viewpoints can lead to more robust solutions and a stronger team bond.

By implementing these tips, as a leader you can establish a values-based team that not only works cohesively but also shares a sense of purpose and commitment to the organization's mission.

Answer Key Continued

This assessment encompasses five key categories: Mentoring Engagement and Approach, Setting Goals and Providing Support, Creating a Supportive Environment, Career Development and Growth, and Promoting Learning Culture.

Mentoring Engagement and Approach (Questions 1, 6, & 11): I actively seek opportunities to mentor and guide individuals in their professional growth. *(Proactive engagement)* I adapt my mentoring style to meet the unique needs and preferences of each individual I mentor. *(Adaptability)* I actively listen to the concerns and challenges of those I mentor and provide appropriate guidance and support. *(Active listening and support)*

Setting Goals and Providing Support (Questions 2, 7, & 12): I set clear goals and expectations for those I mentor and provide the necessary support to achieve them. *(Goal setting and support)* I help individuals identify their strengths and weaknesses and provide resources to enhance their skills. *(Identifying strengths and weaknesses)* I encourage individuals to take on new challenges and opportunities to develop their skills and knowledge. *(Encouraging growth)*

Creating a Supportive Environment (Questions 3, 8, & 13): I foster a supportive and inclusive environment that encourages open communication and trust. *(Creating a supportive environment)* I provide timely recognition and appreciation for the achievements and progress of those I mentor. *(Recognition and appreciation)* I am aware of and address any biases or assumptions that may impact my mentoring relationships. *(Addressing biases)*

Career Development and Growth (Questions 4, 9, & 14): I provide guidance and support in navigating career development and advancement opportunities. *(Career development support)* I encourage individuals to reflect on their experiences and learn from both successes and failures. *(Promoting reflection and learning)* I encourage a growth mindset and support individuals in their pursuit of personal and professional growth. *(Encouraging a growth mindset)*

Promoting Learning Culture (Questions 5, 10, & 15): I actively promote a culture of continuous learning and development within my team or organization. *(Promoting a learning culture)* I provide opportunities for those I mentor to network and connect with other professionals in their field. *(Networking opportunities)* I seek feedback from those I mentor to improve my own mentoring and leadership skills. *(Seeking feedback)*