

# Mentoring Competency Assessment

## Introduction:

This tool, which was adapted from resources developed by the University of Wisconsin-Madison, can promote self-reflection for faculty. Use the prompts in areas of Mentoring Skills, Communication, and Professional Development to assess mentoring competency. Not all these categories may be relevant to you, your research, discipline, or program, but may help in identifying what you already do well and what may be important to develop.

## Mentoring Skills

<i>Skill</i>	Not at all skilled			Moderately Skilled			Extremely Skilled	
	1	2	3	4	5	6	7	N/A
<i>Establishing a working relationship based on trust</i>								
<i>Establishing mutual expectations</i>								
<i>Self-awareness of bias or differences that may impact mentorship</i>								
<i>Motivating students</i>								
<i>Building research/scholarly confidence</i>								
<i>Serving as a role model</i>								
<i>Modeling work/life balance</i>								

## Communication

<i>Skill</i>	Not at all skilled			Moderately Skilled			Extremely Skilled	
	1	2	3	4	5	6	7	N/A
<i>Active listening</i>								
<i>Identifying communication styles</i>								
<i>Accommodating communication styles</i>								
<i>Acknowledging student scholarly contributions</i>								
<i>Developing skills for professional <u>written</u> and oral communication</i>								
<i>Assisting students with developing networking skills</i>								

## Professional Development

<i>Skill</i>	Not at all skilled			Moderately Skilled			Extremely Skilled	
	1	2	3	4	5	6	7	N/A
<i>Providing constructive feedback</i>								
<i>Setting research goals</i>								
<i>Developing strategies or tools to meet professional goals</i>								
<i>Providing resources for successful research/graduate training</i>								
<i>Enhancing student knowledge and abilities</i>								
<i>Stimulating creativity</i>								
<i>Assisting with career development</i>								
<i>Assisting with developing resources (grants, internships, etc.)</i>								
<i>Negotiating professional independence with students</i>								
<i>Promoting ethical &amp; responsible conduct of research</i>								