

Mentoring Competency Assessment
Mentor Self-Assessment
Feinberg School of Medicine



Please rate how skilled you believe you are in each of the areas listed below. Please consider your skills generally and not just with one particular mentee.

#	Area	Not at all			Moderately			Outstanding
1	Active listening	1	2	3	4	5	6	7
2	Providing constructive feedback	1	2	3	4	5	6	7
3	Establishing a relationship based on trust	1	2	3	4	5	6	7
4	Identifying and accommodating different communication styles	1	2	3	4	5	6	7
5	Employing strategies to improve communication with mentees	1	2	3	4	5	6	7
6	Coordinating effectively with your mentees other mentors	1	2	3	4	5	6	7
7	Working with mentees to set clear expectations of the mentoring relationship	1	2	3	4	5	6	7
8	Aligning your expectations with your mentees'	1	2	3	4	5	6	7
9	Considering how personal and professional differences may impact expectations	1	2	3	4	5	6	7
10	Working with mentees to set research goals	1	2	3	4	5	6	7
11	Helping mentees develop strategies to meet goals	1	2	3	4	5	6	7
12	Accurately estimating your mentees' level of scientific knowledge	1	2	3	4	5	6	7
13	Accurately estimating your mentees' ability to conduct research	1	2	3	4	5	6	7
14	Employing strategies to enhance your mentees' knowledge and abilities	1	2	3	4	5	6	7
15	Motivating your mentees	1	2	3	4	5	6	7
16	Building mentees' confidence	1	2	3	4	5	6	7
17	Stimulating your mentees' creativity	1	2	3	4	5	6	7
18	Acknowledging your mentees' professional contributions	1	2	3	4	5	6	7
19	Negotiating a path to professional independence with your mentees	1	2	3	4	5	6	7
20	Taking into account the biases and prejudices you bring to the mentor/mentee relationship	1	2	3	4	5	6	7
21	Working effectively with mentees whose personal background is different from your own(age, race, gender,	1	2	3	4	5	6	7
22	Helping your mentees network effectively	1	2	3	4	5	6	7
23	Helping your mentees' set career goals	1	2	3	4	5	6	7
24	Helping your mentees balance work with their personal life	1	2	3	4	5	6	7
25	Understanding your impact as a role model	1	2	3	4	5	6	7
26	Helping your mentees acquire resources (e.g. grants)	1	2	3	4	5	6	7

Fleming M, House S, Hanson VS, Yu L, Garbutt J, McGee R, Korenke K, Abedin Z, Rubio DM. The Mentoring Competency Assessment: validation of a new instrument to evaluate skills of research mentors. Acad Med. 2013 Jul;88(7):1002-8. doi: 10.1097/ACM.0b013e318295e298.