

**EXERCISE 4.2****Identifying Mentor Motivation**

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My motivation for mentoring is. . .

*Reason 1:* Jot down what you think might be the underlying reason for the preceding sentence:

*Reason 2:* Reflect on what you wrote as reason 1 and ask yourself what might have contributed to that response. Jot it down here:

*Reason 3:* Reflect on reason 2. What might underlie that response? Jot it down here:

Now analyze your responses and jot down your motivation here. It may be the same one you began with or very different.

My primary motivation for mentoring is. . .

**EXERCISE 5.1****Mentor's Worksheet for Evaluating Mentee's Goals**

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Answer the following questions to gauge the clarity of your mentee's goals.

**Specific**

What is the mentee trying to accomplish in this relationship?

Are the mentee's goals specific, concrete, and clear?

**Measurable**

Can the goals be measured?

In what ways will success be measured?

**Action-Oriented**

Are the goals proactive?

What results should you be able to see when the mentee's goals are accomplished?

What concrete things will the mentee be able to do when they accomplish the goals?

**Realistic**

Are goals achievable?

Are there any resources you will need to achieve the goals?

**Timely**

Is the time allocated for accomplishing learning goals reasonable?

Will the mentee be able to achieve the learning goals within the duration of our mentoring relationship?

**Exciting**

Does the mentee have energy and enthusiasm for achieving the goal?

Will the mentee be excited to do the work to achieve the goal?

**Risky**

Does achievement of the goal push the mentee to think bigger?

Does the goal make the mentee a little bit uncomfortable?

*Source:* Adapted from Smith (1995), and Hyatt (2018).

**EXERCISE 7.1****Assessing the Quality of the Mentoring Interaction**

Answer the following questions to reflect on the quality of your mentoring interaction and prepare yourself to monitor the relationship with your mentee. This tool can become a useful developmental log for evaluating progress with respect to interaction in the relationship.

1. What are some words or phrases I might use to describe our current interaction?
2. How would I describe our interaction more fully?
3. Where is my mentee on the continuum from dependent to interdependent learner?



4. To what extent are our interactions authentic and genuine?
5. Are the frequency and duration of interactions adequate? If not, what needs to be done to correct the situation?
6. How would my mentee characterize our relationship?
7. Does my interaction reflect interest and caring?
8. Am I balancing talking and listening?
9. Am I being too forceful or not forceful enough?
10. What action strategies do I need to take to improve the quality of the mentoring interaction?

## EXERCISE 7.6

### Journaling for Mentors and Mentees

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#### Journaling for Mentors

Journaling is particularly helpful for mentors during this phase of the mentoring relationship. It is useful to summarize the session and make notes about insights, and it also helps you remember and stay on track. To that end, after each mentoring session, you might reflect on these questions: What are some words or phrases I might use to describe our current interaction?

1. What did I do to support my mentee's learning?
2. In what ways did I challenge my mentee to learn and to grow?
3. Did I effectively balance support and challenge?
4. How did I assist my mentee in envisioning and moving toward a possible or desired future?

*Take care with your answers. This is an opportunity for you to deepen your own mentoring practice.*

#### Journaling for Mentees

You might want to ask your mentee to reflect on these questions. Then you can follow up with a candid discussion.

1. In what ways is my mentor supporting me? What do I need more of? What do I need less of?
2. Is my mentor challenging me appropriately? What do I need more of? What do I need less of?
3. Do I feel that I am making progress in defining and moving toward a future vision?  
What additional assistance do I need from my mentor?

**EXERCISE 4.2****Mentor Self-Reflection on Learning**

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Every relationship has its unique path. Use the following questions to help you reflect on your journey and think about its successes and challenges. The questions will assist you in identifying your next steps.

1. What are your mentoring gifts and strengths?
2. In what ways have you grown and developed as a mentor?
3. What have you learned about yourself?
4. How has that learning contributed to your own professional development?
5. What do you need to work on to further your development as a mentor?
6. How will you hold yourself accountable for your development?
7. What action steps will you take, and when?