

Are You a Great Mentor?

How well do you mentor your employees? Find out by scoring yourself on each of these 10 questions. Total your score and check out the results at the bottom of the chart.

1. Do you ask mentees for insights on the kind of mentoring they need?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

2. Do you share your bad as well as good experiences?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

3. Do you maintain an objective stance and avoid promoting an agenda?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

4. Are you willing to perform the work required?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

5. Do you schedule time with your mentees?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

6. Do you define the scope of your mentoring initiatives?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

7. Do you set mentoring goals when appropriate?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

8. Do you discuss mutual privacy concerns with your mentees?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

9. Do you solicit feedback about your mentoring initiatives?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

10. Do you share your experiences with other mentors?

Never: 0 Seldom: 4 Often: 8 Regularly: 10

What's your score? Over 80: Congratulations. Your mentoring performance is terrific. Between 60 and 80: Time to fine tune your mentoring to better manage your mentees. Below 60: You need to improve your mentoring IQ. Re-gear by instituting ideas from the accompanying story.