Mentoring Competency Assessment (MCA)

Please note: This is intended for self-reflection. Your responses will not be captured if you complete this survey.

Mentoring Skills

Please rate how skilled you feel you are in each of the following areas: [Think about your skill generally, with all your mentees. Please only choose 'not applicable' (N/A) when a skill cannot be applied to any of your mentees.]

	Not at all skilled (1)	(2)	(3)	Moderately skilled (4)	(5)	(6)	Extremely skilled (7)	N/A
1. Active listening	O	O	O	O	O	O	O	O
2. Provide constructive feedback	O	O	O	O	O	O	O	O
3. Establishing a relationship based on trust	O	O	O	O	O	O	O	O
4. Identifying and accommodating different communication styles	O	O	O	O	O	O	O	O
5. Employing strategies to improve communication with mentees	O	O	O	O	O	O	O	O
6. Coordinating effectively with your mentees' other mentors	O	O	O	O	O	O	O	O
7. Working with mentees to set clear expectations of the mentoring relationship	O	O	O	O	O	O	O	O

	Not at all skilled (1)	(2)	(3)	Moderately skilled (4)	(5)	(6)	Extremely skilled (7)	N/A
8. Aligning your expectations with your mentees'	O	O	O	O	O	O	O	O
9. Considering how personal and professional differences may impact expectations	O	O	O	O	O	O	O	O
10. Working with mentees to set research goals	O	O	O	O	O	O	O	O
11. Helping mentees develop strategies to meet goals	O	O	O	O	O	O	O	O
12. Accurately estimating your mentees' level of scientific knowledge	O	O	O	O	O	O	O	O
13. Accurately estimating your mentees' ability to conduct research	O	O	O	O	O	O	O	O
14. Employing strategies to enhance your mentees' knowledge and abilities	O	O	O	O	O	O	O	O
15. Motivating your mentees	O	O	O	O	O	O	O	O
16. Building mentees' confidence	O	O	O	O	O	O	O	O
17. Stimulating your mentees' creativity	O	O	O	O	O	O	O	O
18. Acknowledging your mentees' professional contributions	O	O	O	O	O	O	O	O
19. Negotiating a path to professional independence with your mentees	O	O	O	O	O	O	O	O

	Not at all skilled (1)	(2)	(3)	Moderately skilled (4)	(5)	(6)	Extremely skilled (7)	N/A
20. Taking into account the biases and prejudices you bring to the mentor/mentee relationship	O	O	O	O	O	O	O	O
21. Working effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition etc.)	O	O	O	O	O	O	O	O
22. Helping your mentees network effectively	O	O	O	O	O	O	O	O
23. Helping your mentees set career goals	O	O	O	O	O	O	O	O
24. Helping mentees balance work with their personal life	O	O	O	O	O	O	O	O
25. Understanding your impact as a role model	O	O	O	O	O	O	O	O
26. Helping your mentees acquire resources (e.g. grants, etc.)	O	O	O	O	O	O	O	O

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