

Assessment Of Mentor

Record ID _____

Rationale: Mentoring is a critical component of training, and research shows that excellent mentoring is associated with positive training experiences. Mentoring includes supervision of work, coaching to develop skills, mentoring through experience, and sponsorship and advocacy. Your training program and Northwestern are committed to achieving excellence in mentoring, so your feedback is central to helping us improve. Mentoring will also be part of your skill set as your career progresses. Finally, assessing mentoring is a new requirement of some NIH training programs.

Thank you for providing feedback on your primary mentor. Your primary mentor is likely to be your research advisor, but if you don't yet have one, please frame your responses as associated with your assigned advisor. Your survey responses will be shared with the designated person(s) receiving this feedback.

Please rate your mentor's overall effectiveness in the last 8 months - 1 year.

Survey Instructions:

Please rate how skilled you feel your mentor is in each of the following areas. We understand that you can only speak from your personal experience. Please try to rate a skill whenever possible, reserving the 'not observed' category for cases where you have no basis for assessment.

Your first & last name: _____

Your PRIMARY research mentor's first & last name: _____

Please rate your mentor's overall effectiveness in the last 8 months - 1 year

- ☐ Needs Improvement
☐ Adequate
☐ Good
☐ Excellent

Please rate how skilled your primary mentor is in each of the areas listed below on the 7-point scale, reserving the 'not observed' response option for areas where you have no basis for assessment.

	Not at all1	2	3	Moderate 4	5	6	Outstandi ng7	Not observed
Actively listening to you	☐	☐	☐	☐	☐	☐	☐	☐
Providing you constructive feedback	☐	☐	☐	☐	☐	☐	☐	☐
Establishing a relationship based on trust with you	☐	☐	☐	☐	☐	☐	☐	☐
Identifying and accommodating different communication styles	☐	☐	☐	☐	☐	☐	☐	☐
Employing strategies to improve communication with you	☐	☐	☐	☐	☐	☐	☐	☐

Coordinating effectively with other mentors with whom you work	☐	☐	☐	☐	☐	☐	☐	☐
Working with you to set clear expectations of the mentoring relationship	☐	☐	☐	☐	☐	☐	☐	☐
Aligning their expectations with your own	☐	☐	☐	☐	☐	☐	☐	☐
Considering how personal and professional differences may impact expectations	☐	☐	☐	☐	☐	☐	☐	☐
Working with you to set research goals	☐	☐	☐	☐	☐	☐	☐	☐
Helping you develop strategies to meet research goals	☐	☐	☐	☐	☐	☐	☐	☐
Accurately estimating your level of scientific knowledge	☐	☐	☐	☐	☐	☐	☐	☐
Accurately estimating your ability to conduct research	☐	☐	☐	☐	☐	☐	☐	☐
Employing strategies to enhance your understanding of the research	☐	☐	☐	☐	☐	☐	☐	☐
Motivating you	☐	☐	☐	☐	☐	☐	☐	☐
Building your confidence	☐	☐	☐	☐	☐	☐	☐	☐
Stimulating your creativity	☐	☐	☐	☐	☐	☐	☐	☐
Acknowledging your professional contributions	☐	☐	☐	☐	☐	☐	☐	☐
Negotiating a path to professional independence for you	☐	☐	☐	☐	☐	☐	☐	☐
Taking into account the potential biases and prejudices they bring to your mentor/mentee relationship	☐	☐	☐	☐	☐	☐	☐	☐
Working effectively with mentees whose personal background is different from their own(age, race, gender, class, region, culture, religion, family composition, etc.)	☐	☐	☐	☐	☐	☐	☐	☐
Helping you network effectively	☐	☐	☐	☐	☐	☐	☐	☐
Helping you to set career goals	☐	☐	☐	☐	☐	☐	☐	☐

Helping you balance work with your personal life	☐	☐	☐	☐	☐	☐	☐	☐
Understanding their impact as a role model for you	☐	☐	☐	☐	☐	☐	☐	☐
Helping you acquire resources (e.g. grants)	☐	☐	☐	☐	☐	☐	☐	☐
Discussing authorship expectations with you	☐	☐	☐	☐	☐	☐	☐	☐
Helping you develop data interpretation skills	☐	☐	☐	☐	☐	☐	☐	☐
Helping you to be critical and objective concerning your own results and ideas	☐	☐	☐	☐	☐	☐	☐	☐
Providing constructive feedback on the rigor and reproducibility elements in your experimental designs	☐	☐	☐	☐	☐	☐	☐	☐
Ensuring that you were firmly grounded in rules regarding ethical behavior and scientific responsibility	☐	☐	☐	☐	☐	☐	☐	☐
Holding you and your work to the highest standards	☐	☐	☐	☐	☐	☐	☐	☐

To date, what are the most helpful types of support that you have received from your primary research mentor?

Are there areas where you would benefit from additional support and/or resources from your primary research mentor?

Do you have other mentors outside of your primary research mentor?

Additional comments:
