

Every mentor has strengths in their mentorship and room for growth. This worksheet lists core competencies for mentorship, along with corresponding skills for each competency (PMID: 23702534 and 37426469). Rate how proficient you feel you are for each skill. Regardless of your overall level of mentoring proficiency, *aim to use the full range of responses*, to help you differentiate your skills across the competencies. This assessment can help inform your mentorship goals and areas for growth.

Mentoring Skills Self-Assessment	1 Not at all skilled	2	3 Moderately skilled	4	5 Very skilled
<b>Maintaining effective communication</b>					
Actively listening to your mentees					
Providing constructive feedback					
Establishing relationships based on trust					
Identifying and accommodating different communication styles					
Coordinating with your mentees' other mentors					
Maintaining flexibility in communication approaches over time					
<b>Aligning expectations</b>					
Setting clear expectations with mentees about the mentoring relationship					
Aligning your expectations with those of your mentees					
Accounting for personal and professional differences that may impact expectations					
Working with mentees to set research and career goals					
Maintaining flexibility as the mentees' expectations change					
<b>Assessing understanding</b>					
Accurately estimating your mentees' level of scientific knowledge					
Accurately estimating your mentees' research abilities					
Enhancing your mentees' knowledge and abilities					
<b>Fostering independence</b>					
Motivating your mentees					
Providing appropriate opportunities for your mentees to advance their skills and responsibilities					
Stimulating creativity in your mentees					
Acknowledging your mentees' professional contributions					
Negotiating a path to professional independence with your mentees					

<b>Promoting research self-efficacy</b>					
Recognizing indicators of your mentees' confidence in conducting independent research					
Articulating your mentees' strengths in addition to areas for growth					
Breaking down research tasks into manageable steps					
Normalizing challenges and role model a growth mindset (for example, by sharing stories of past challenges and how you or others overcame them)					
<b>Promoting professional development</b>					
Prompting your mentee to define professional development goals and articulate them within their Individual Development Plan					
Helping mentees network effectively (e.g., connecting mentees to people in your network)					
Supporting mentees as they explore and set career goals					
Reflecting on your understanding of your impact as a role model					
Helping your mentees acquire resources (e.g., funding to attend conferences in mentees' area of interest, fellowship funding)					
Understanding career development stages (for example, self-assessment, career exploration, job search) and resources to point mentees to for each stage.					
<b>Fostering wellbeing</b>					
Having awareness of how mentoring behaviors can impact mentee wellbeing					
Initiating conversations with mentees about mental health and wellbeing					
Creating an environment that fosters wellbeing					

**Reviewing your responses above, note the skills and competencies that you rated highest.** What patterns do you note? What are examples of these mentoring strengths benefiting your mentees?

**Mark any skills or competencies that you rated lowest.** Write some notes about what makes these skills/competencies feel challenging. If specific examples come to mind, note them here as well.

**Are there other areas of mentoring that are not represented here, where you have strengths or in which you would like to grow?**

**Beyond utilizing the training available at your institution, what additional steps can you take to refine your skills in these areas?**