**Mentoring Competency Assessment (MCA)**

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

Mentoring Skills

**Please rate how skilled you feel you are in each of the following areas on a scale of 1 (low) to 5 (high)** [Think about your skill generally, with all your mentees. Please only choose 'not applicable' (NA) when a skill cannot be applied to any of your mentees.]:

1. Active listening

[ [ ] 1 ] [[ ]  2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Providing constructive feedback

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Establishing a relationship based on trust

[[ ]  1 ] [ [ ] 2 ] [ [ ] 3 ] [[ ]  4 ] [[ ]  5 ] [ [ ] NA ]

1. Identifying and accommodating different communication styles

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Employing strategies to improve communication with mentees

[ [ ] 1 ] [[ ]  2 ] [ [ ] 3 ] [[ ]  4 ] [ [ ] 5 ] [[ ]  NA ]

1. Coordinating effectively with your mentees’ other mentors

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [[ ]  5 ] [ [ ] NA ]

1. Working with mentees to set clear expectations of the mentoring relationship

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Aligning your expectations with your mentees’

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Considering how personal and professional differences may impact expectations

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Working with mentees to set research goals

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Helping mentees develop strategies to meet goals

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Accurately estimating your mentees’ level of scientific knowledge

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Accurately estimating your mentees’ ability to conduct research

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Employing strategies to enhance your mentees’ knowledge and abilities

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Motivating your mentees

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Building mentees’ confidence

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Stimulating your mentees’ creativity

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Acknowledging your mentees’ professional contributions

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Negotiating a path to professional independence with your mentees

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Taking into account the biases and prejudices you bring to the mentor/mentee relationship

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Working effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition etc.)

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Helping your mentees network effectively

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Helping your mentees set career goals

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Helping your mentees balance work with their personal life

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Understanding your impact as a role model

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]

1. Helping your mentees acquire resources (e.g. grants, etc.)

[ [ ] 1 ] [ [ ] 2 ] [ [ ] 3 ] [ [ ] 4 ] [ [ ] 5 ] [ [ ] NA ]