APPENDIX E1 LINCATS-K12 Mentoring Competency Assessment (completed by mentor)

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' (NA) 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	0	0	0	0	0	0	0	0
2. Providing constructive feedback	0	0	0	0	0	0	0	0
3. Establishing a relationship based on trust	0	0	0	0	0	0	0	0
4. Identifying and accommodating different communication styles	0	0	0	0	0	0	0	0
5. Employing strategies to improve communication with mentees	0	0	0	0	0	0	0	0
6.Coordinating effectively with your mentees' other mentors	0	0	0	0	0	0	0	0
7.Working with mentees to set clear expectations of the mentoring relationship	0	0	0	0	0	0	0	0
8. Aligning your expectations with your mentees'	0	0	0	0	0	\circ	\circ	0
9. Considering how personal and professional differences may impact expectations	0	0	0	0	0	0	0	0
10.Working with mentees to set research goals	0	0	0	0	0	0	0	0
11. Helping mentees develop strategies to meet goals	0	0	0	0	0	0	0	0
12.Accurately estimating your mentees' level of scientific knowledge	0	0	0	0	0	0	0	0
 Accurately estimating your mentees' ability to conduct research 	0	0	0	0	0	0	0	0
14. Employing strategies to enhance your mentees' knowledge and abilities	0	0	0	0	0	0	0	0
15. Motivating your mentees	0	0	0	0	0	0	0	0
16. Building mentees' confidence	0	0	0	0	0	0	0	0
17. Stimulating your mentees' creativity	0	0	0	0	0	0	0	0
18. Acknowledging your mentees' professional contributions	0	0	0	0	0	0	0	0
19. Negotiating a path to professional independence with your mentees	0	0	0	0	0	0	0	0
20. Taking into account the biases and prejudices you bring to the mentor/mentee relationship	0	0	0	0	0	0	0	0
21. Working effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition etc.)	0	0	0	0	0	0	0	0

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	Not at all skilled 1	2	3	Moderately skilled 4	5	6	Extremely skilled 7	N/A
22. Helping your mentees network effectively	0	0	0	0	0	0	0	0
23. Helping your mentees set career goals	0	0	0	0	0	0	0	0
24. Helping your mentees balance work with their personal life	0	0	0	0	0	0	0	0
25. Understanding your impact as a role model	0	0	0	0	0	0	0	0
26. Helping your mentees acquire resources (e.g. grants, etc.)	0	0	0	0	0	0	0	0