## APPENDIX E2 LINCATS-K12 Mentoring Competency Assessment (completed by mentee)

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].

	Not at all	2	3	Moderately 4	5	6	Extremely 7	Not observed
1. Active listening	0	0	0	0	0	0	0	0
2. Providing you constructive feedback	0	0	0	0	0	0	0	0
3. Establishing a relationship based on trust with you	0	0	0	$\circ$	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 you	0	0	0	0	0	0	0	0
6. Coordinating effectively with other mentors with whom you work	0	0	0	0	0	0	0	0
7. Working with you to set clear expectations of the mentoring relationship	0	0	0	0	0	0	0	0
8. Aligning his/her expectations with your own	0	0	0	0	0	0	0	0
9. Considering how personal and professional differences may impact expectations	0	0	0	0	0	0	0	0
10. Working with you to set research goals	0	0	0	0	$\circ$	0	0	0
11. Helping you develop strategies to meet research goals	0	0	0	0	0	0	0	0
12. Accurately estimating your level of scientific knowledge	0	0	0	0	$\circ$	0	0	0
13. Accurately estimating your ability to conduct research	0	0	0	0	0	0	0	0
14. Employing strategies to enhance your understanding of the research	0	0	0	0	0	0	0	0
15. Motivating you	0	0	0	0	$\circ$	0	0	0
16. Building your confidence	0	0	0	0	0	0	0	0
17. Stimulating your creativity	0	0	0	0	0	0	0	0
18. Acknowledging your professional contributions	0	0	0	0	0	0	0	0
19. Negotiating a path to professional independence with you	0	0	0	0	0	0	0	0
20. Taking into account the biases and prejudices s/he brings to your mentor/mentee relationship	0	0	0	0	0	0	0	0
21. Working effectively with mentees whose personal background is different from his/her 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 1	2	3	Moderately 4	5	6	Extremely 7	Not observed
22. Helping you network effectively	0	0	0	0	0	0	0	0
23. Helping you set career goals	0	0	0	0	0	0	0	0
24. Helping you balance work with your personal life	0	0	0	0	0	0	0	0
25. Understanding his/her impact as a role model for you	0	0	0	0	0	0	0	0
26. Helping you acquire resources (e.g. grants, etc.)	0	0	0	0	0	0	0	0