**Mentor Evaluation of Mentee**

Mentee:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mentor:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Please rate your mentee in the following areas:** | **|----- Rating Scale -----|** | | | | | |
| **SD** | **D** | **N** | **A** | **SA** | **NA** |
| I had adequate input into the process of being paired with my mentee. |  |  |  |  |  |  |
| My mentee was proactive in driving the mentoring relationship (i.e., worked to arrange meetings, came prepared with an agenda, requested guidance when needed.) |  |  |  |  |  |  |
| The frequency of our meetings was appropriate. |  |  |  |  |  |  |
| My mentee was open to accepting advice, feedback, and constructive criticism. |  |  |  |  |  |  |
| My mentee was able to establish a professional development plan (i.e. Individual Development Plan “IDP”). |  |  |  |  |  |  |
| My mentee set achievable goals with reasonable timelines and measureable outcomes. |  |  |  |  |  |  |
| My mentee was receptive to feedback and actively incorporated it into his/her work. |  |  |  |  |  |  |
| My mentee was able to follow thru and complete tasks in a timely manner. |  |  |  |  |  |  |
| My mentee worked to gain the necessary skills to achieve his/her goals. |  |  |  |  |  |  |
| My mentee exhibited resiliency in overcoming challenges or barriers that arose. |  |  |  |  |  |  |
| My mentee asked for advice and guidance on scholarly projects, grant proposals, manuscript writing, and/or research projects. |  |  |  |  |  |  |
| My mentee improved in his/her research and scientific writing skills. |  |  |  |  |  |  |
| My mentee took initiative to participate in professional activities (i.e., committees, professional societies, networking opportunities). |  |  |  |  |  |  |
| My mentee honored the confidentiality of our meetings. |  |  |  |  |  |  |
| My mentee was honest and trustworthy. |  |  |  |  |  |  |
| My mentee respected my time and life outside of work. |  |  |  |  |  |  |
| The mentoring relationship met my expectations. |  |  |  |  |  |  |
| I would like this mentoring relationship to continue. |  |  |  |  |  |  |
| SD=Strongly Disagree; D=Disagree; N=Neutral; A=Agree; SA=Strongly Agree; N/A=Not Applicable | | | |  |  |  |

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| **Please continue and rate the following:** | **|----- Rating Scale -----|** | | | | | |
| **SD** | **D** | **N** | **A** | **SA** | **NA** |
| I appreciate the value of mentoring early career faculty, post-docs, and/or learners. |  |  |  |  |  |  |
| I believe serving as a mentor benefits my career. |  |  |  |  |  |  |
| I believe mentoring is valuable to advance the mission of the institution. |  |  |  |  |  |  |
|  | | | | | | |
| **Please explain any items receiving SD or D:** | | | | | | |

Complete the following to provide feedback to your mentee:

1. What were 2 of your mentee’s most impressive accomplishments this year?
   1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. What positive changes or strengths did you notice in your mentee?
   1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. What areas of improvement should your mentee focus on for further personal or professional development?
   1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
   3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Additional comments or suggestions:

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*Indiana Universiy School of Medicine Faculty Mentoring Resource Website, Office of Faculty Affairs and Professional Development* [*htp://faculty.medicine.iu.edu/mentoring*](http://faculty.medicine.iu.edu/mentoring)