

Mentoring Self-Assessment Reflection Exercise: How Good a Mentor Are you?

| Activity/Strategy | Question/Task | Give an example | How could you improve? |
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Intellectual Training

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| *Showing leadership | As a mentor, what do you think are your best leadership qualities? | | |
| Being available | Give an example of a strategy you use to make yourself available to students or staff | | |
| Promoting self-directed learning | As a supervisor, where do you lie on the scale from 'micro-manager' to 'completely hands-off'? | | |
| Teaching through questions | Describe how you last used Socratic questioning to guide a mentee's thinking | | |
| *Showing enthusiasm for science | Describe an example of when you last communicated the joy you experience in doing science? | | |
| Assisting skills development | Describe steps you take to develop the critical thinking, writing, and presentation skills of your students or staff | | |
| *Being open-minded and creative | When was the last time you did some 'out of the box' thinking that connected different science ideas or people of different expertise in ways that benefited a mentee? | | |

Community Building

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| Building a scientific community | Describe a deliberate strategy you use to build an interactive, scientifically developing 'sense of community' in your research group | | |
| Networking | Describe your strategies for introducing students/staff to the network of scientists in your research area | | |
| *Utilising collaborators and close colleagues | Give your best example of a student benefiting from access to your collaborators or close colleagues? | | |

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Professional Relationships

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| Appreciating individual differences | Give an example of an incident that illustrates your acknowledgement of individual difference within your research group | | |
| *Displaying humour | Give an example of an incident where you caused someone in your group to laugh | | |
| *Showing connectedness | Give an example of an incident where you showed empathy to someone in your group | | |
| Celebrating | When and how did you last celebrate a worthy achievement by a student or staff member? | | |
| Building a social community | Describe a deliberate strategy you use to build social cohesion in your group | | |

Perspective

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| *Being conscious of mutual learning | List 3 of your principal mentees, and give examples of the science you have learned from each | | |
| *Giving 'hard', even unwelcome advice | Describe an incident where you gave a mentee good but 'hard' advice (that was unlikely to be appreciated, at least initially) | | |
| *Coevolving | Give examples of how your mentoring strategy has changed through your time with an individual graduate student, and over the course of your career? | | |
| Mentoring for life | What proportion of your past students are you in regular contact with? | | |