

Appendix A

In this appendix, you will find several different types of worksheets that may help you determine the type of mentorship that best supports your goals. Select one or two, or parts of any of these worksheets.

Pelletier, Rocchi, Vallerand, Deci and Ryan (2013) offers a mentorship motivation scale that may be of interest as you examine your motivations for engaging in mentorship.

Assessing Your Mentorship Motivation Worksheet

The following is a list of questions that have been designed to help you think about what you wish to obtain from a mentoring relationship. Please pick one or two questions that can inform the establishment of your mentoring relationship.

1. What motivates you to engage in mentorship? (check all that apply)

Opportunity to share your expertise

Opportunity to learn from others

Desire to improve skills

Interest in mentoring

Opportunity to acquire fresh perspectives

Opportunity to network with others

Acknowledging mentorship as a rewarding activity

Interest in enhancing social relationships with others

Previous benefits from being mentored

Desire to identify and develop yourself

Desire to help others

Interest in developing own skills

Opportunity to put mentorship on your CV

Other

2. What would you like to create in a mentoring relationship?

3. What expectations do you have coming into a mentoring relationship?

4. How will you know if it has had an impact? What are your indicators of success?

Mentor Reflection Worksheet

The following list of questions has been designed to help you think about what you wish to obtain from a mentoring relationship. Please pick one or two questions that would inform the establishment of your mentoring relationship.

Reflect on the mentor you want to be by responding to the following prompts.

A mentor might be defined as:

a guide/trusted counselor

an advocate

a friend

a sympathetic ear

a resource for information

other?

The mentor I want to be is....

The ways I can facilitate mentorship include....

The forms of career-related mentorship and support I am most eager and able to provide include....

The ways in which I can facilitate support include....

The forms of support I am most eager and able to provide include....

At the end of a mentoring relationship I want to be remembered as a mentor who....

What kinds of activities would I like to engage in with my mentees?

- Attend formal mentoring events
 - Meet informally over coffee, lunch or dinner
 - Attend educational events (lectures, talks, discussions, etc.)
 - Participate in structured activities (e.g. structured peer editing of lesson plans)
 - Other?
-

Mentee Reflection Worksheet

The following is a list of questions that have been designed to help you think about what you wish to obtain from a mentoring relationship. Please pick one or two questions that would inform the establishment of your mentoring relationship.

Reflect on who you are as a mentee and how you will work with a mentor by answering the following questions.

What do I see as the most useful role my mentor(s) can play?

What types of issues do I want to discuss with my mentor(s)?

How comfortable am I with asking for advice and accepting criticism? In what contexts?

How often and under what circumstances would I like to meet or communicate with my mentor(s)?

Do I want to share everything with my mentor(s) or be selective about what I discuss? What kinds of things do I want to share? What kinds of things seem best not to share?

To what extent am I comfortable sharing personal reflections with others, or do I prefer to maintain a purely professional relationship?

A mentor might be defined as:

- a guide/trusted counsellor
- an advocate
- a friend
- a sympathetic ear
- a resource for information
- other?

Ideally, which of these roles do I see my mentor(s) playing?

What kinds of activities would I like to engage in with my mentor(s) or mentoring peers?

- Attend formal mentoring events
- Meet informally over coffee, lunch or dinner
- Attend educational events (lectures, talks, discussions, etc.)
- Participate in structured activities (e.g. structured peer editing of lesson plans)
- Other?

Appendix B

This appendix contains a sample mentorship plan that can be used at the start of mentoring relationships to discover the needs and expectations of all members. Feel free to modify this template to best suit your needs and the type of mentorship you have selected. You are also encouraged to revisit the plan over time as your needs change and evolve.

Mentoring Partnership Plan

Date:

Name of mentor(s):

Name of mentee(s):

Frequency of meetings:

Guidelines for mentorship

Needs:

Mentee(s)

Mentor(s)

Expected behaviours:

Mentee(s)

Mentor(s)

Roles and responsibilities:

Mentee(s)

Mentor(s)

Confidentiality and off-limit topics:

Strategies for managing conflict if it arises:

Key mentorship goals

Include target dates and actions needed to achieve each goal.

Professional development goals:

Indicators of success:

Potential barriers to success:

Actions to mitigate barriers to success:

Planning and organization

Preparation of meeting agendas: Do you wish to make use of these? If so, who will prepare them? How far in advance of the meeting shall they be made available?

Progress report before each meeting: Do you wish to make use of these? If so, who will prepare them? How far in advance of the meeting shall they be made available?

Signatures of agreement:

Mentee(s)

Mentor(s)

Date:

Appendix C

In this appendix, you will find templates that can be used to inform the assessment of your mentoring relationship. Depending on the type of mentorship you selected and your mentorship plan, select the questions most applicable to you. In keeping with the spirit of building mutually beneficial collaborative partnerships, it is also good practice to make time to share your assessments with one another.

Assessing mentorship as a mentee

How has my mentor given me guidance and support?

What have I learned from my mentor in terms of strategies?

In what ways has my mentor been a good role model?

What aspects of the mentorship contributed most to my learning and development?

What are my mentor's areas of strength?

What suggestions can I offer my mentor to grow in this role?

Which goals did my mentor help me identify and achieve?

What meaningful learning am I bringing to my practices?

In what ways have I tried to be a good mentee?

How open have I been to guidance and feedback?

How have I tried to reciprocate and support my mentor?

What are my strengths as a mentee?

How might I improve in terms of being a good mentee?

Assessing mentorship as a mentor

How have I tried to support my mentee?

What have I learned from my mentee in terms of strategies?

In what ways has my mentee been a good role model?

What aspects of the mentorship contributed most to my learning and development?

What are my mentee's areas of strength?

What suggestions can I offer my mentee to grow in this role?

Which goals did my mentee help me identify and achieve?

What meaningful learning am I bringing to my practices?

In what ways have I tried to be a good mentor?

How open have I been to guidance and feedback?

What are my strengths as a mentor?

How might I improve in terms of being a good mentor?
