

MENTEE focused needs assessment

Start of Block: Introduction

INTRODUCTION

Introduction to the use of this survey (for departments to customize):

Academic faculty need mentoring to develop their potential fully and the medical college expects departments to provide their faculty with high-quality mentorship. To assist with this effort, the Mentoring Academy Council (MAC) has prepared survey questions for departments and mentoring programs to use to assess the state of mentoring among their faculty. The survey questions have been adapted wherever possible from validated and published material and are meant to evaluate a variety of mentoring domains.

The questions can be used as a means of **assessing the state of mentorship**, **identifying areas of need**, or as a **means of matching mentees and mentors**. These questions are offered as a starting guide and can be selected, deleted, or adapted for more tailored use. Note that blocks of questions can also be collapsed or eliminated as needed to protect faculty anonymity.

Department leaders should clarify their intended purpose when introducing the survey to their faculty (and replace this introduction with a personalized one) to avoid setting unrealistic expectations about currently available mentoring resources. Anonymizing the surveys is the recommended approach.

The overarching goal is for assessments of the state of mentorship, which may include use of this survey as an instrument, to strengthen mentorship structures and relationships across all departments.

End of Block: Introduction

Start of Block: A. RESPONDENT DEMOGRAPHICS

DEMOGRAPHICS

Q1 Please describe your gender

- Male
 - Female
 - Non-binary
 - Transgender
 - Prefer not to say
 - Other, please feel free to comment below
-

Q2 What is your age?

- Less than 30
 - 31-35
 - 36-40
 - 41-45
 - 46-50
 - 51-55
 - 56-60
 - 61-65
 - 66-70
 - greater than 70
 - Prefer not to say
-

Q3 What is your race? (select all that apply)

- White
 - Black or African American
 - American Indian or Alaska Native
 - Asian
 - Native Hawaiian or Pacific Islander
 - Mixed/Multi
 - Other _____
 - Prefer not to say
-

Q4 Are you Hispanic/Latin X? (select all that apply)

- Yes- Mexican
 - Yes- Puerto Rican
 - Yes- Cuban
 - Yes- Other _____
 - No
 - Prefer not to say
-

Q5 Do you identify with one or more of the following communities? (select all that apply)

Person with disabilities

Women in medicine/STEM

LGBTQ+

Historically Underrepresented in Medicine (URiM)

Other, please feel free to comment below

No

Prefer not to say

Q6 What type of advanced degree do you hold? (select all that apply)

- MD/DO
 - PhD
 - MPH
 - MS
 - PharmD
 - DNP
 - Other, please feel free to comments below
-

Q7 Which category best describes your current academic position?

- Post doctoral fellow
 - Instructor
 - Assistant professor
 - Associate professor
 - Professor
 - Other _____
-

Q8 How many years has it been since your residency/fellowship or highest level of training?

- 0-5
 - 6-10
 - 11-15
 - 16-20
 - 21-25
 - 26-30
 - greater than 31
-

Q9 How many years has it been since you began working at this institution (WCM)?

- 0-5
 - 6-10
 - 11-15
 - 16-20
 - 21-25
 - 26-30
 - greater than 31
-

Q10 Please choose your effort category?

- Full time
 - Part-time: greater than 50%
 - Part-time: less than 50%
-

Q11 WCM recognizes two academic promotion pathways. Which pathway are you on? (for more information <https://faculty.weill.cornell.edu/faculty-development/preparing-promotion>)

- Academic achievement and scholarship (unmodified)
 - Excellence (modified)
 - Unsure which I am on
 - Unsure of the difference
 - Undecided
 - Awaiting Discussion with Leadership
-

Q12 WCM also recognizes three areas of endeavor on the academic pathway. What is your primary area? (for more information on areas of endeavor, <https://faculty.weill.cornell.edu/faculty-development/preparing-promotion>)

- Investigation
 - Clinical innovation & expertise
 - Education leadership & teaching
 - Unsure which I am on
 - Unsure of the difference
 - Undecided
 - Awaiting discussion with chief/chair
-

Q13 What percentage of time do you spend on these types of endeavors at WCM? (must add up to 100%)

Investigation : _____
Clinical : _____
Education : _____
Institutional service & committees : _____
Leadership : _____
Other : _____
Total : _____

Q14 What are your professional interests? *(this question is to allow the division or dept an opportunity to include specialty, sub-specialty or other professional sub-areas if desired)*

- Example: Breast imaging
 - Example: Nuclear medicine & molecular imaging
 - Prefer not to say
 - Other (enter) _____
-

Q15 What is your current level of personal career satisfaction?

- Extremely dissatisfied
- Moderately dissatisfied
- Slightly dissatisfied
- Neither satisfied nor dissatisfied
- Slightly satisfied
- Moderately satisfied
- Extremely satisfied

End of Block: A. RESPONDENT DEMOGRAPHICS

Start of Block: B. BASELINE OR STATUS QUO MENTORING EXPERIENCE

BASELINE OR STATUS QUO MENTORING EXPERIENCE

For the following section, we are trying to better understand your current/recent past experience as a mentee. Please answer the question based on your current/recent mentoring experience with your primary mentor or your recent mentor(s) in general.

Q16 A mentor is defined as someone you have a professional alliance with, who works with you over time, to support your personal and professional growth, development and success, through career and psychosocial support (they may be within WCM or external).

Based on the above definition, do you currently have a mentor(s)?

- Yes
 - No
 - Unsure
-

Q17 Do you have someone or more than one person who serves in a mentoring capacity for you but **not defined as above**?

- No
 - Yes (please explain) _____
-

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

Q18 Currently, how many mentors or other individuals who serve in a mentoring capacity do you have?

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

Q19 On average, what has been the duration of your current relationship with your primary mentor? (in years)

- < 1 year
- 1-3 years
- 4-6
- > 6
- Lifelong

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

Q20 Would you like to list the name(s) of your current mentor(s)?

- No, thanks
 - Yes (you may list more than one name)
-

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q21 What traits/characteristics were important to you in your current choice of mentor? (select all that apply)

- Shared gender
- Shared race/ethnic background
- Age range similar to mine
- Similar marital or parental status
- Peer or near-peer
- Higher rank
- External expert in my field
- Internal expert in my field
- Shared clinical specialty
- Shared research interests
- Institutional savviness
- Personality match
- Their prior mentoring experience
- Their access to resources
- Their availability

Other, please feel free to comment below

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q22 What best describes the structure of your current primary mentoring relationship? (select all that apply)

Informal (casual, unstructured, no time table)

Formal (structured with agenda and expectations, meeting times and accountability)

Dyadic (one on one)

Group mentoring (one mentor with 2 or more mentees)

Peer group (members serve as mentors and mentees to each other)

Facilitated peer group (facilitator meets with the peer group)

Mentoring committee (multiple mentors meet together with you)

Other, please feel free to comment below

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

Q23 How were you matched to your current primary mentor? (select all that apply)

- I chose this mentor myself
 - I was assigned to the mentor
 - I was referred to this mentor (recommended by someone else)
 - It was part of a program I signed up for
 - Other, please feel free to comment below
-

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q24 Please list the frequency (on average) of your scheduled meetings with your mentor.

- More than once a week
- Once a week
- Less than once a week but more than once a month
- Once a month
- Once every 2-3 months
- Once every 4-6 months
- Once every 6-12 months

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q25 How often do you communicate with your mentor outside of scheduled meetings?

- More than once a week
- Once a week
- Less than once a week but more than once a month
- Once a month
- Once every 2-3 months
- Once every 4-6 months
- Once every 6-12 months

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q26 Tell us more about the typical dynamic of your current mentoring relationship(s).

	I decide	My mentor decides	We decide together	Sometimes I do but other times my mentor decides
Who decides on the meeting frequency or schedule?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who decides on the meeting agenda?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who decides on the meeting deliverables or follow up items?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Who decides on the conclusion of the relationship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q27 How satisfied are you with your current mentoring experience in the following?

	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
Establishing trust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting clear expectations for the relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aligning expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting goals for my professional advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing strategies to meet my goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accommodating different communication styles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordinating effectively with other mentors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considering personal and professional differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivating you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building your confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting a path toward professional independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Help with effective networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with acquiring resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with balancing work with personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please feel free to comment below	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

And Do you have someone or more than one person who serves in a mentoring capacity for you but not de... = Yes (please explain)

Q28 My mentor has helped me in the following areas:

	Definitely not	Not really	Neither yes nor no	Somewhat	Definitely yes
Research productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality/practice improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Networking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New positions or opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please feel free to comment below	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Yes

Q29 To what extent do you feel that your current mentoring relationship meets expectation?

	Not meeting	Slightly meeting	Unsure	Mostly meeting	Definitely meeting
My mentor is meeting my expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am meeting my mentor's expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If A mentor is defined as someone you have a professional alliance with, who works with you over tim... = No

And A mentor is defined as someone you have a professional alliance with, who works with you over tim... = Unsure

Q30 What best describes the reason(s) you currently do not have a mentor? (select all that apply)

- I have no current need of a mentor
 - I do not have the time to meet with a mentor
 - I can not find a mentor
 - I do not know how to find or approach a mentor
 - I have had poor prior experiences with mentors
 - There is no structure in my division/department for mentoring
 - I did not know I could or should have a mentor
 - Other, please feel free to comment
-

Q31 How satisfied are you with your current mentoring opportunities and experiences?

	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Extremely satisfied
The current mentoring opportunities in my division or department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current mentoring experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My prior mentoring experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: B. BASELINE OR STATUS QUO MENTORING EXPERIENCE

Start of Block: C. MENTEE SELF-ASSESSMENT

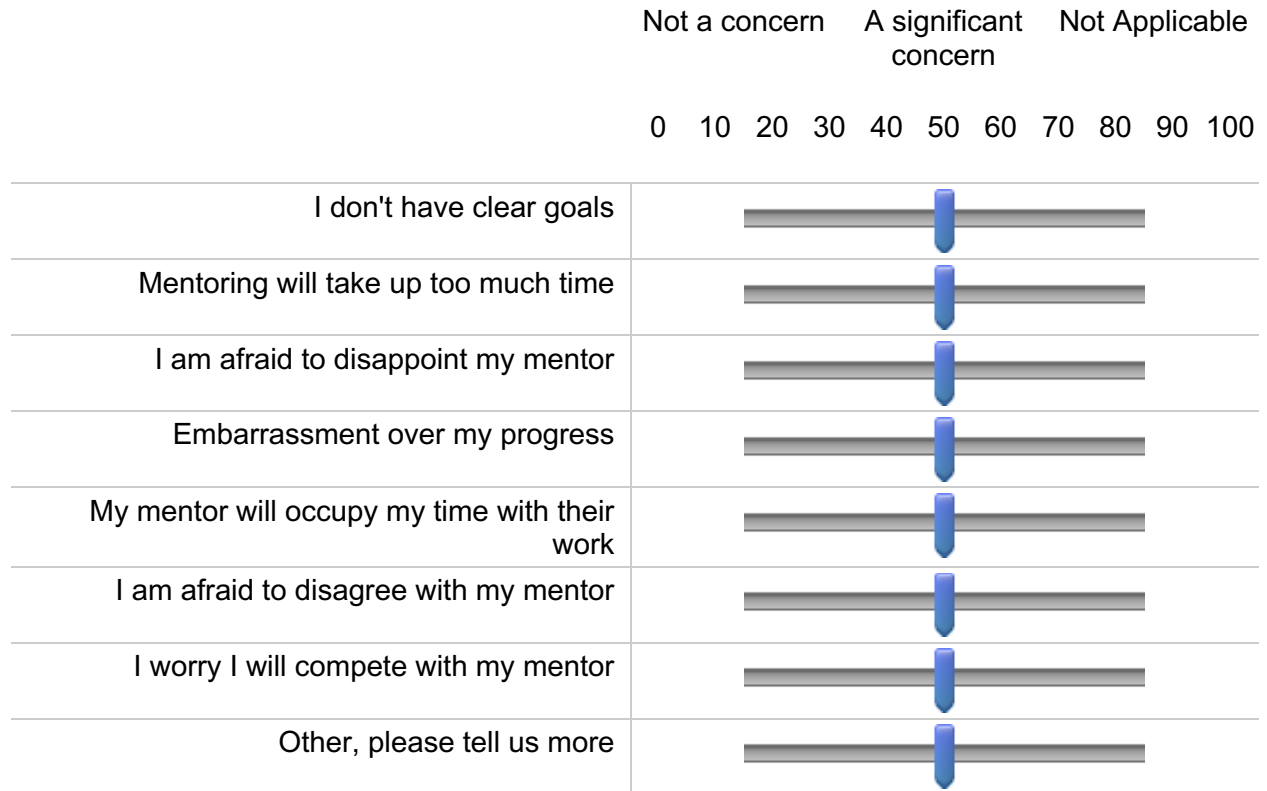
MENTEE SELF-ASSESSMENT

The next set of question asks for your assessment of your own role as a mentee

Q32 How comfortable do you feel in **your role** in a mentoring relationship?

	Very uncomfortabl e	Somewhat uncomfortabl e	Neither comfortable nor uncomfortabl e	Somewhat comfortabl e	Very comfortabl e
Articulating your goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicating your needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meeting deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing to and participating in meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Following through on tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Approaching/meeting new people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disagreement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appreciating difference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocating for yourself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Showing appreciation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please feel free to comment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q33 What are you most anxious about or concerned about in a mentoring relationship?



Q34 The following is lacking (and/or is a barrier to) in my current mentorship experience. Please consider from the point of view of the mentor (based on your observations) and the mentee (self-assessment) (select all that apply)

	MYSELF	MY MENTOR
Availability for in person meetings (non responsive in a timely manner)	<input type="checkbox"/>	<input type="checkbox"/>
Availability by email correspondence (non responsive in a timely manner)	<input type="checkbox"/>	<input type="checkbox"/>
Availability to meet in general	<input type="checkbox"/>	<input type="checkbox"/>
Active interest in my personal career development	<input type="checkbox"/>	<input type="checkbox"/>
Active interest in our current project	<input type="checkbox"/>	<input type="checkbox"/>
Recognition/assessment of my strengths or weaknesses	<input type="checkbox"/>	<input type="checkbox"/>
Adequate communication skills/ lack of understanding	<input type="checkbox"/>	<input type="checkbox"/>
The ability to set the agenda/ goals/objectives	<input type="checkbox"/>	<input type="checkbox"/>
The ability to meet stated deadlines	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge and/or understanding of my current or desired career direction	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>

MENTORING INTEREST

The next set of questions assesses your level of interest and your preferences in receiving mentorship

Q35 Are you interested in getting a new or additional mentor?

- No, I already have enough mentors
 - Definitely not
 - Probably not
 - Unsure
 - Probably yes
 - Definitely yes
-

Display This Question:

If Are you interested in getting a new or additional mentor? = Probably yes

And Are you interested in getting a new or additional mentor? = Definitely yes

And Are you interested in getting a new or additional mentor? = Unsure

Q36 Are you interested in a specific person whom you would like to have as your mentor?

- No
 - Yes (please enter as many names as you wish)
-

Q37 How important are these **traits** to you in a mentor? (Select (drag and drop) up to five and prioritize, e.g. 1 is more important than 5)

Click to write Group 1

- Shared gender
- Shared race/ethnic background
- Age range similar to mine
- Similar marital or parental status
- Peer-level or near-peer
- Higher in rank
- External expertise in field
- Institutional expertise in field
- Shared clinical specialty
- Shared research interests
- Institutional savviness
- Personality match
- Prior mentoring experience
- Their access to resources
- Their availability to me
- Other, please tell us more

Q38 How structured do you prefer your mentoring relationship to be?

- Very unstructured (casual, no timetable or agenda)
- Somewhat unstructured
- I don't have a preference
- Somewhat structured
- Very structured (formal expectations with documentation and accountability)

Q39 What mentorship format would you prefer?

- Dyadic (one on one)
 - Group mentoring (one or two mentors with several mentees)
 - Peer group (members serve as mentors and mentees to each other)
 - Facilitated peer group (facilitator meets with the peer group)
 - Mentoring committee (several complementary mentors that meet together with you)
 - Other (write in) _____
-

Q40 If you were to be clustered in a peer group, what career or affinity groups would most interest you? (select all that apply)

- Researchers
 - Educators
 - Clinicians
 - Early stage
 - Mid-career
 - Senior
 - Work/life integration
 - Diversity, equity and inclusion
 - Other, please feel free to comment
-

Q41 In general, would you prefer to be assigned a mentor?

- No, I prefer to choose myself
 - Maybe, I am open to being matched
 - Yes, I prefer to be assigned a mentor
 - Other (write in) _____
-

Q42 What is the optimal frequency of time you would want to spend meeting with your mentor?

- More than once a week
- Once a week
- Less than once a week but more than once a month
- Once a month
- Once every 2-3 months
- Once every 4-6 months
- Once every 6-12 months

Q43 What general areas of **career development** are you seeking from a mentor? (please select (drag and drop) up to 5 of your top current needs with 1= highest priority, 5= lower priority)

Click to write Group 1

- _____ Research study design
- _____ Grantsmanship
- _____ Clinical skills
- _____ Quality or practice improvement skills
- _____ Teaching skills
- _____ Education scholarship
- _____ Academic Promotions/Tenure Process
- _____ Leadership Skills
- _____ Building scientific or other teams
- _____ Interpersonal relationships/coaching or mentorship skills
- _____ Healthcare advocacy/policy
- _____ Diversity, Equity, Inclusions, Accessibility
- _____ Work life integration
- _____ General career advice and planning
- _____ Networking and expanding my reputation

_____ Other, please tell us more

Q44 If you were provided with someone who could **facilitate opportunities** (i.e. sponsorship), what opportunities would be most important to you? (please select (drag and drop) up to 5 of your top current goals)

Click to write Group 1

-
- _____ Internal leadership roles
 - _____ External leadership roles
 - _____ Committee membership
 - _____ Editorial board position
 - _____ Journal reviewer
 - _____ Study section/grants reviewer
 - _____ Invitations to speak
 - _____ Invitations to join research groups/consortium
 - _____ Invitations to write reviews/guidelines/editorials
 - _____ Job opportunities
 - _____ Other, tell us more

Q45 If you were provided with someone who could help you define your goals and **develop a strategy to improve your skills** (i.e. coaching), what areas would you be most interested in? (please select (drag and drop) up to 5 of your current top priorities, 1= highest priority)

Click to write Group 1

-
- _____ Work/life integration
 - _____ Wellness/handling setbacks/managing stress
 - _____ Handling conflict
 - _____ Negotiation
 - _____ Time management/goal setting/organization
 - _____ Leadership and team management
 - _____ Recruitment of postdocs or other members to my lab

- _____ Working with medical and graduate students
- _____ Interpersonal communication
- _____ Resolving conflicts
- _____ Ability to give, receive and incorporate feedback
- _____ Public speaking/presentations
- _____ Writing
- _____ Financial Fluency, Operations
- _____ Identifying or enhancing your personal brand
- _____ Networking or enhancing your reputation
- _____ Job transition
- _____ Other, please tell us more

Q46 What other thoughts, concerns or ideas do you have for mentoring that you would like to share with us?

End of Block: D. MENTORING INTEREST
