

MENTOR-focused needs assessment

Start of Block: Default Question Block

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: Default Question Block

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
 - Prefer not to say
 - Other, please feel free to comment below
-

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
-

- No
 - Prefer not to say
-

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

- MD/DO
 - PhD
 - MPH
 - MS/MA
 - PharmD
 - DNP
 - Other
-

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 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)
 - I am unsure of which pathway I am on
 - I do not know the difference
 - Undecided
 - Awaiting discussion with my chief/chair
-

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

- Investigation
 - Clinical innovation & expertise
 - Education leadership & teaching
 - I am unsure of my area of endeavor
 - I do not know the difference
 - Undecided
 - Awaiting discussion with my 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, subspecialty or other professional sub-areas if desired*)

Example: Breast imaging

Example: Nuclear medicine & molecular imaging

Prefer not to say

Other, please feel free to comment

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 mentor. **Please answer the question based on your current/recent mentoring experience with your primary mentee or your recent mentee(s) in general.**

Q16 A mentor is often defined as "an individual in a professional alliance with another individual, working with them over time to support their personal and professional growth, development, and success, through career and psychosocial support."

Do you currently consider yourself a mentor based either on this definition or another definition?

- Yes
 - No
 - Unsure
-

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... =
Yes

Q17 What best describes the structure of your current mentoring relationships? (select all that apply)

- Informal (casual, unstructured, no timetable)
 - Formal (structured with agenda and expectations, meeting times and accountability)
 - Dyadic (one on one)
 - Mentee Group (meet with 2 or more mentees)
 - Peer group (members serve as mentors and mentees to each other)
 - A facilitator for a peer group
 - Member of a mentoring committee
 - Other, please feel free to comment below
-

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... =
Yes

Q18 How many mentees do you currently have, enter in the number?

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = Yes

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

- less than 1
- 1-3
- 4-6
- > 6
- Lifelong

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = Yes

Q20 Please list the name(s) of your current mentee(s) and their institutional affiliation (or if you prefer, describe them as internal/external)?

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

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = Yes

Q21 What traits/characteristics were important to you in your choices of mentee(s)? (select all that apply)

- Shared gender
 - Shared race/ethnic background
 - Similar age
 - Similar marital or parental status
 - Junior (rank level)
 - Based outside my current institution
 - Based within my current institution
 - Shared clinical specialty or research interest
 - Differences in clinical speciality or research interest than my own
 - Personality match
 - Mentee's reputation
 - Mentee's availability/motivation
 - Other, please feel free to comment below
-

Display This Question:

*If A mentor is often defined as "an individual in a professional alliance with another individual, w... =
Yes*

Q22 Currently, how would you best describe the primary role(s) you serve as a mentor? (select all that apply)

- Teacher or Supervisor
 - General Advisor
 - Coach
 - Sponsor
 - Connector
 - Research study design/methodology expert
 - Role model
 - Institutional navigator/ Advocate
 - Other, please feel free to comment below
-

Display This Question:

*If A mentor is often defined as "an individual in a professional alliance with another individual, w... =
Yes*

Q24 How were you matched to your current mentee(s)? (select all that apply)

- The mentee requested me
 - Assigned to the mentee
 - Selected the mentee myself
 - Joined a program
 - Other, please feel free to comment below
-

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = Yes

Q25 Please list the frequency (on average) of your scheduled meetings with your current mentee(s).

- 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 often defined as "an individual in a professional alliance with another individual, w... = Yes

Q26 How often do you communicate with your current mentee(s) 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 often defined as "an individual in a professional alliance with another individual, w... = Yes

Q27 Tell us more about the typical dynamic of your current mentoring relationship(s).

	I decide	My mentee decides	We decide together	We take turns deciding
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 often defined as "an individual in a professional alliance with another individual, w... =
Yes

Q30 What currently motivates you to spend time mentoring?

	Not relevant	Neutral or not motivating	Slightly motivating	Moderately motivating	Extremely motivating
My desire for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It enhances my productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing disparities or inequities in the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing talent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training someone to take over my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling like I want to influence the next generation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling like I want to "give back"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling connected to my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feels personally rewarding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staying up to date with the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning about other specialties or areas outside my sphere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Requirement
for job

Expectation
of my
department

Other, please
feel free to
comment
below

Display This Question:

*If A mentor is often defined as "an individual in a professional alliance with another individual, w... =
Yes*

Q31 I try to help my mentee with the following aspects of their career:

	Not currently	No	Somewhat yes	Definitely yes
Research productivity	<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"/>
Clinical practice	<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"/>
Career development	<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"/>
Networking	<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"/>
Work-life balance	<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"/>

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = Yes

Q32 To what extent do you feel that your current mentoring relationship meets expectations?

	Not meeting expectations	Slightly meeting expectations	Unsure	Mostly meeting expectations	Definitely meeting expectations
My mentee(s) are meeting my expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am meeting my mentee's expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If A mentor is often defined as "an individual in a professional alliance with another individual, w... = No

Q33 What best describes the reason(s) why you do not currently have a mentee? (select all that apply)

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

Q34 We would like to understand your current overall opinion about being a mentor. Please consider the following statements:

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Mentoring is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q35 Overall, how satisfied are you with the following?

	Extremely dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied or Not applicable	Somewhat satisfied	Extremely satisfied
Current mentoring opportunities in my division or department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current experience(s) with my mentee(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prior experience(s) with my mentees	<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. MENTORING INTEREST

MENTORING INTEREST

The next set of questions asks about your future interest in serving as a mentor

Q36 Would you be willing to serve as a mentor for an additional mentee?

- Definitely not
 - Probably not
 - Unsure
 - Probably yes
 - Definitely yes
-

Q37 Please explain why you would be willing to serve as a mentor or why not:

Q38 How important to you are the following traits/characteristics in your choice of mentee(s)?
(rank in order or priority from 1-5 with 1-highest, 5 lesser priority)

- _____ Shared gender, race or ethnic background
 - _____ URiM, Women, historically underrepresented individuals in STEMM fields
 - _____ Similar age
 - _____ Similar marital or parental status
 - _____ Junior (rank level)
 - _____ Based outside my current institution
 - _____ Based within my current institution
 - _____ Shared clinical specialty or research interest
 - _____ Differences in clinical speciality or research interest than my own
 - _____ Personality match
 - _____ The mentee's reputation
 - _____ The mentee's availability/motivation
 - _____ Other, please feel free to comment below
-

Q39 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)
-

Q40 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)
- Facilitator to a peer group (facilitator meets with the peer group)
- Member of a mentoring committee (several complementary mentors that meet together)
- Other, feel free to comment below

Q41 If you were to mentor a group of mentees, what career area or affinity group 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 below
-

Q42 In general, would you prefer to be assigned a mentee?

- No, I prefer to choose myself
 - Maybe, I am open to being matched
 - Yes, I prefer to be assigned a mentee
 - Other _____
-

Q43 What is the optimal frequency you would want to spend meeting with your mentee?

- 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

Q44 What general areas of **career development** can you offer to a mentee? (drag and drop, please rank up to 5 of your top skills/strengths)

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/coaching/mentoring skills
- _____ Health care advocacy/policy
- _____ Diversity, equity, inclusion
- _____ Work/life integration
- _____ General career advice/planning
- _____ Networking/expanding my reputation

_____ Other, please feel free to comment below

Q45 If you could **facilitate opportunities** (i.e. sponsorship), what opportunities would those be? (drag and drop, please rank up to 5 opportunities)

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 group/consortium
 - _____ Invitations to write reviews/guidelines/editorials
 - _____ Job opportunities
 - _____ Other, please feel free to comment below
-

Q46 What specific **skills or areas could you coach** someone on? (drag and drop, please rank up to 5)

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 or presenting
- _____ Writing
- _____ Financial fluency, operations
- _____ Identifying or enhancing their personal brand
- _____ Networking or enhancing their reputation
- _____ Job transition
- _____ Other, please feel free to comment below

End of Block: C. MENTORING INTEREST

Start of Block: D. MENTOR SELF ASSESSMENT

MENTOR SELF-ASSESSMENT

The next set of questions assess your comfort/confidence/needs in your mentoring skills.

Q47 Have you ever had specific education or training on how to be an effective mentor?

- Yes
 - No
 - Unsure
-

Display This Question:

If Have you ever had specific education or training on how to be an effective mentor? = Yes

Q48 How much mentor training did you undergo?

- An hour or two
 - Half a day
 - A full day
 - More than a day, less than a week
 - A week or more
 - Other, please feel free to comment below
-

Q49 If offered, what additional support/education do you think would be beneficial to you to improve your mentorship experience (Please rank your top 5 choices, 1 = highest priority, 5 = lower priority)

- _____ Assessing a mentee's readiness for mentorship, their skills, weakness
 - _____ Setting expectations and roles with/for my mentee
 - _____ Helping my mentee to set goals
 - _____ Helping my mentee to develop strategies to meet their goals
 - _____ Active listening and negotiating disagreement
 - _____ Providing and receiving feedback
 - _____ Time management and accountability
 - _____ Motivating your mentees
 - _____ Working effectively with mentees whose backgrounds are different
 - _____ How to document and get recognition for your mentorship efforts
 - _____ Other, please feel free to comment
-

Q50 If provided mentor training, what format would you find useful or prefer ?

	Not Interested	Not useful	Useful	I recommend it for all
Self-initiated readings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal course	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group class	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual coaching	<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"/>

Q51 For you, what is/has been most **challenging** about being a mentor?

	Not at all challenging	Slightly challenging	Challenging	Moderately challenging	Extremely challenging
Finding mentees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overcoming weaknesses in a mentee's skill set	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problems with mentee's engagement/responsiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not knowing how to assess the mentee's skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My own struggles with planning and leading a project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding time in my schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling unqualified or not experienced enough in my field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling inexperienced/lack of confidence in my mentoring skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Authorship decisions/intellectual property concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of recognition or reward for the effort	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competition for mentees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural or identity differences between myself and my mentee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other, please feel
free to comment
below



Q52 How **skilled** do you feel in each of the following areas as a mentor?

	Not at all skilled	Slightly skilled	Skilled	Moderately skilled	Extremely skilled
Accurately assessing your mentee's skills/knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting clear expectations of your role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivating your mentees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with mentees to develop goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employing strategies to enhance your mentee's skills/knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Active listening	<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"/>
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"/>
Appreciating difference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and accommodating different communication styles	<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"/>
Following through on tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Coordinating effectively with your mentee's other mentors

Acknowledging your mentee's contributions

Negotiating a path to your mentee's professional independence

Other, please feel free to comment below

Q53 What other thoughts, concerns or ideas for how to strengthen your role as a mentor do you have for us?

Q54 Please share your thoughts on how a department or institution could reward and recognize mentorship?

Q55 Please feel free to share your name and contact information if you would like to

End of Block: D. MENTOR SELF ASSESSMENT
