Department of Pediatrics
Mentoring Program

Annual Mentoring Evaluation FORM

Mentor Evaluating the Mentee

DIRECTIONS: This 2 part evaluation reviews mentees and should be completed by the mentor. When you have completed each section discuss highlights with your mentoring partner, and give a copy to the chair of the Pediatrics’ Faculty Development Committee (FDC).

Part 1: Survey
Directions: Click one selection box ☒ per question which best describes your opinion regarding your Mentee.

<table>
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<tr>
<th>N/A</th>
<th>YES</th>
<th>NO</th>
<th>MAYBE</th>
<th>DON'T KNOW</th>
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1. ☐ ☐ ☐ ☐ ☐ ☐ Was your mentee easy to approach and talk with?
2. ☐ ☐ ☐ ☐ ☐ ☐ Did/does your mentee accept advice and encouragement from you with respect to your independent goals?
3. ☐ ☐ ☐ ☐ ☐ ☐ Did/do the two of you meet regularly?
4. ☐ ☐ ☐ ☐ ☐ ☐ Did/do you provide regular feedback and constructive criticism?
5. ☐ ☐ ☐ ☐ ☐ ☐ Did you facilitate your mentee’s participation in professional activities outside of the institution (regional, state, national organizations)?
6. ☐ ☐ ☐ ☐ ☐ ☐ Did you involve your mentee in networking? … Did you invite your mentee to informal gatherings of people from work?
7. ☐ ☐ ☐ ☐ ☐ ☐ Did you act as an advocate on your mentee’s behalf within the department or division?
8. ☐ ☐ ☐ ☐ ☐ ☐ Did you encourage your mentee to submit grant applications, help him/her develop research ideas and push him/her to write manuscripts?
9. ☐ ☐ ☐ ☐ ☐ ☐ Did you connect your mentee to other senior professionals who could “fill in the gaps” in areas where you might be less skilled?
10. ☐ ☐ ☐ ☐ ☐ ☐ Did you observe your mentee in a teaching situation and provide feedback on these critical skills?
11. ☐ ☐ ☐ ☐ ☐ ☐ Did your mentee exhibit integrity?
12. ☐ ☐ ☐ ☐ ☐ ☐ Did you hold yourself and your mentee to high standards?
13. ☐ ☐ ☐ ☐ ☐ ☐ Was a written plan established by the mentee at the beginning including goals to be met under your direction or guidance?
14. ☐ ☐ ☐ ☐ ☐ ☐ Were the guidelines established at the beginning defining how often and/or when you would meet on a routine basis?

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15. Did the two of you determine at the beginning of the relationship, guidelines by which to evaluate the success of the relationship?

16. Did you and your mentee complete the goals planned?

17. Were you happy with the frequency of meetings?

18. Were you happy with the style of mentoring in your relationship?

19. Did the relationship meet your expectations?

Part 2: Your personal statements about your mentee.
Directions: Describe in your own words, what ever length you may need to express your answers.

1. Your Partnership
   a. What are/were two of the most beneficial development activities you did/do with your mentee?

   b. What is the most beneficial change you identified in yourself as a result of your mentorship?

2. Personal Growth
   a. As the result of my mentoring, I’ve gained the following knowledge, skills, and/or attitude change:

   b. Other benefits I’ve received from this mentoring relationship:

   c. Something I plan to do or have done more of as the result of the relationship:

3. Our Relationship
   a. Ways, if any, this mentoring partnership could be more effective:

   b. Recommendations I’d make to other mentor-mentee pairs:

   c. General Comments on the mentoring initiative or partnership: