

Mentoring Style Questionnaire

Directions:

1. Please read and respond to each statement below. Give each statement a score of 1 - 5 depending on how accurately it describes you.

With **1 = Strongly Disagree** and **5 = Strongly Agree**.

2. Select your score for each statement from the drop list in the shaded box.

Results: The last row tallies total scores for each column and the total scores automatically transfer to the Mentoring Style Workset on the next page where you will see your preferred mentoring style.

Name (First, Last)	A	B	C	D	E	F
1. I like explaining and imparting information to others						
2. I like to ask thought-provoking questions						
3. I enjoy helping others make informed decisions						
4. I always give my opinion						
5. I always let people know my perceptions						
6. I am good at summarizing what people say						
7. I ask questions to explore the facts about a situation						
8. I help to build others' confidence in themselves						
9. I like to recommend how things could be done						
10. I enjoy sharing my experiences with others						
11. I have a genuine interest in listening to others' views and perspectives						
12. I encourage sharing and disclosure						
13. I support and encourage others in their endeavors						
14. I show concern and care for others						
15. I am good at challenging others' perceptions						
16. I like to offer my advice						
17. I give people accurate feedback						
18. I suggest to others how things should be done						
19. I always describe possible consequences of actions						
20. I ask questions to help others think things through						
21. I am happy to tell people how others perceive them						
22. I help others to learn by helping them to reflect						
23. I encourage others to celebrate when things go well						
24. I am not afraid to ask tough questions						
COLUMN TOTALS						

Go to next page to see preferred mentoring style scores.

Interpret Your Mentoring Style Score

Review the row and column totals to determine your mentoring style. The higher the number, the more aligned you are to that style.

1. Is your preferred style Authoritative or Facilitative?
2. How can you use your preferred style to best support your mentee?
3. How might using just your preferred styles limit you as a mentor?
4. Which styles are you least comfortable with?
5. How can you develop these styles as you grow in experience as a mentor?

Style	Column and Dominant Style
Confronting Style	A
Informing Style	B
Guiding Style	C
Total Authoritative	
Supporting Style	D
Eliciting Style	E
Exploring Style	F
Total Facilitative	