

## Attachment 15: Mentee Mentor Assessment (Revised 7.31.17)



<Name of institution> is involved in a large effort funded by the National Institutes of Health (NIH) to support students and faculty in science, technology, engineering, and mathematics (STEM) fields. This effort, the NIH Diversity Consortium, is seeking to understand what programs and strategies can benefit students interested in STEM careers.

The University of California, Los Angeles (UCLA) will be collecting information about these programs. For some analyses, it will be important to compare students and faculty in STEM majors at <Name of institution> to those at other institutions as well as students and faculty interested in other fields.

Your mentor provided your name as part of a survey about mentoring. Your mentor will not have access to any of the information your provide. All of the information you provide will be protected and secured to the extent permitted by law. We ask for your name and address so that the researchers at UCLA can contact you at some later date for follow-up study.

Public reporting burden for this collection of information is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-xxxx\*). Do not return the completed form to this address.

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1. Thinking about your primary research mentor, please indicate how skilled you feel this person is in each mentoring component listed below. Use a scale from 1 to 7 where 1 = "Not at all skilled" and 7 = "Extremely skilled." If you cannot comment, indicate N/A (not applicable) in the last column.

ı	Not at all Skilled		M	Moderately Skilled		Extremely Skilled		
Active listening	$\circ$ (1)	0(2)	$\circ$ (3)	<b>(4)</b>	$\bigcirc$ (5)	0(6)	$\bigcirc$ (7)	<b>○</b> (n/a)
Providing constructive feedback	$\circ$ (1)	0(2)	$\circ$ (3)	<b>(</b> 4)	$\circ$ (5)	0(6)	$\bigcirc$ (7)	<b>○</b> (n/a)
Establishing a relationship based on trust	<b>O</b> (1)	0(2)	$\circ$ (3)	<b>(</b> 4)	0(5)	0(6)	$\bigcirc$ (7)	<b>○</b> (n/a)
Identifying and accommodating different communication styles	<b>O</b> (1)	<b>(2)</b>	<b>(3)</b>	<b>O</b> (4)	<b>(5)</b>	<b>O</b> (6)	<b>(7)</b>	⊙(n/a)
Employing strategies to improve communication with you	<b>O</b> (1)	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
Coordinating effectively with your other mentors	<b>O</b> (1)	<b>(2)</b>	○(3)	<b>(</b> 4)	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	⊙(n/a)
Working with you to set clear expectations of the mentoring relationship	f (1)	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
Aligning their expectations with yours	<b>O</b> (1)	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	○(n/a)
Considering how personal and professional differences may impact expectations	<b>O</b> (1)	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
Working with you to set research goals	<b>O</b> (1)	<b>(2)</b>	<b>(</b> 3)	<b>O</b> (4)	<b>(</b> 5)	<b>(</b> 6)	<b>(7)</b>	<b>○</b> (n/a)
Helping you develop strategies to meet goals	S O(1)	<b>(2)</b>	<b>(3)</b>	<b>(</b> 4)	<b>(5)</b>	<b>○</b> (6)	<b>(7)</b>	⊙(n/a)
Accurately estimating your level of scientific knowledge	<b>O</b> (1)	<b>(2)</b>	<b>(3)</b>	<b>(</b> 4)	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
Accurately estimating your ability to conduct research	<b>O</b> (1)	<b>(2)</b>	<b>(</b> 3)	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	⊙(n/a)
Employing strategies to enhance your knowledge and abilities	<b>O</b> (1)	<b>O</b> (2)	<b>O</b> (3)	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	⊙(n/a)
Motivating you	0(1)	<b>O</b> (2)	$\bigcirc$ (3)	<b>(4)</b>	<b>(</b> 5)	0(6)	<b>(7)</b>	<b>○</b> (n/a)
Building your confidence	0(1)	0(2)	<b>O</b> (3)	<b>O</b> (4)	<b>O</b> (5)	0(6)	<b>(7)</b>	<b>○</b> (n/a)
Stimulating your creativity	<b>(1)</b>	<b>(2)</b>	<b>(</b> 3)	<b>(4)</b>	<b>(5)</b>	0(6)	<b>(7)</b>	<b>○</b> (n/a)
Acknowledging your professional	<b>O</b> (1)	<b>(2)</b>	<b>(</b> 3)	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	⊙(n/a)
contributions								



										OMB #	:0925-0747 1/2019
				Not at a Skilled		M	oderate Skilled		!	Extreme Skilled	
Negotiating a	path to pro	ofessional	indepen-	0(1)	<b>(2)</b>	$\bigcirc$ (3)	<b>(4)</b>	<b>(5)</b>	0(6)	<b>(7)</b>	○(n/a)
dence with you	u										
Taking into ac	count the	biases and	l prejudic-	· <b>(1)</b>	<b>(2)</b>	$\bigcirc$ (3)	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>	○(n/a)
es they bring t	o your me	ntor/mente	ee								
relationship											
Working effect	•	•	•	l (1)	$\circ$ (2)	$\bigcirc$ (3)	$\bigcirc$ (4)	<b>(</b> 5)	0(6)	$\bigcirc$ (7)	<b>○</b> (n/a)
background m	•		•								
mentor (age, r	. •		•								
culture, religio	•	•	n etc.)								
Helping you no		•		0(1)	$\circ$ (2)	$\bigcirc$ (3)	<b>(</b> 4)	<b>(5)</b>	<b>(6)</b>	$\bigcirc$ (7)	<b>○</b> (n/a)
Helping you se	_	•		$\circ$ (1)	$\circ$ (2)	$\circ$ (3)	$\bigcirc$ (4)	<b>(</b> 5)	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
Helping you be	alance wo	rk with you	ır	$\circ$ (1)	$\circ$ (2)	$\circ$ (3)	$\bigcirc$ (4)	<b>(</b> 5)	<b>(6)</b>	<b>(7)</b>	<b>○</b> (n/a)
personal life											
Understanding	•		le model	$\circ$ (1)	$\circ$ (2)	$\circ$ (3)	$\bigcirc$ (4)	$\bigcirc$ (5)	0(6)	$\circ$ (7)	<b>○</b> (n/a)
Helping you a	•	ources		0(1)	$\circ$ (2)	$\circ$ (3)	<b>(4)</b>	0(5)	0(6)	$\bigcirc$ (7)	<b>○</b> (n/a)
(e.g. grants, e	tc.)										
2. How wou mentor?	ld you <u>rate</u>	e the overa	ıll quality	of the r	nentor	ing yo	u <mark>are</mark>	<mark>receiv</mark>	<mark>ing fro</mark>	<mark>m you</mark>	r
				A	_				\	: _	
VE	ery low 1	2	3	Average 4	3	5	6	6	Very H 7	ign	
	0	0	0	0		0			0		
3. Overall, h	now <u>satisfi</u>	<u>ed</u> are you	with your	mento	oring/c	oachir	ng/trair	ning re	lations	ship?	
N	lot at all			Moderat	ely	_		•	Comple	etely	
	1	2	3	4		5		6	7		
	0	0	0	0		0	,	0	0		
4. To what e	extent do y	ou feel tha	ıt <mark>your</mark> me	ntor is	<u>meeti</u>	<u>ng yοι</u>	ır expe	<u>ectatio</u>	<u>ns</u> ?		
N	lot at all	0		Moderat	ely	_		c	Comple	etely	
	1	2	3	4		5		6	7		
	0	0	0	0		0	,	0	0		



5. Please indicate how frequently each of the following occurred in your relationship with your primary research mentor.

	Never	Rarely	Sometimes	Frequently	All of the Time	N/A
a. My mentor created opportunities for me to bring up issues of	0	0	0	0	0	0
race/ethnicity as they arose. b. My mentor encouraged me to think about how the research	0	0	0	0	0	0
related to my own lived experience.						
c. My mentor was willing to discuss race and ethnicity, even if	0	0	0	0	0	0
it may have been uncomfortable for him/her. d. My mentor raised the topic	0	0	0	0	0	0
of race/ethnicity in our research mentoring relationship when it	O	O	O	O	O	0
was relevant.  e. My mentor approached the	0	0	0	0	0	0
topic of race/ethnicity with me in a respectful manner.		0	O	O	9	0



**6.** Please respond to the following statements regarding your primary mentor:

My mentor did My mentor tried My mentor did My mentor did to do this but this sometimes, this frequently, not do this Skill was ineffective and was effective and was effective a. My mentor gave me an overview of how my research 0 1  $\bigcirc$  2 3 0 4 fit into an overall research project. b. My mentor helped me 0 1  $\bigcirc$  2 develop my research skills. c. My mentor showed interest 0 1 0 2 in my research project. d. My mentor was available to  $\bigcirc$  3 0 1  $\bigcirc$  2 me when I had problems or questions about my research. e. My mentor offered 3 0 4  $\bigcirc$  1  $\bigcirc_2$ constructive feedback when necessary. f. My mentor and I developed  $\bigcirc$  1  $\bigcirc$  2 a relationship based on trust.  $\bigcirc$   $\overline{\phantom{a}}$  $\bigcirc^{\overline{4}}$ g. My mentor understood how 0 1  $\bigcirc$  2 I learn best. h. My mentor created an  $\bigcirc_2$  $\bigcirc_1$ **3** 0 4 environment that allowed me to achieve my goals. i. My mentor seemed so busy  $\bigcirc$  1  $\bigcirc_2$ 3 **4** that I was afraid to interrupt her/him. j. My mentor had an effective  $\bigcirc$  1  $\bigcirc$  2 mentoring style. k. My mentor had an effective O 2 0 1 3 mentoring style.



My mentor acted as a positive role model.	<b>1</b>	O 2	3	0 4
m. My mentor showed interest in me as a person.	<b>1</b>	O 2	0 3	0 4
n. My mentor fostered my independence.	<u> </u>	O 2	0 3	0 4
o. My mentor fostered confidence in my skills.	<b>1</b>	0 2	3	0 4
p. My mentor appreciated my contributions.	$\bigcirc_1$	0 2	3	0 4
q. My mentor encouraged me to be creative.	$O_1$	0 2	3	0 4
r. My mentor made me enthusiastic about my project.	$O_1$	O 2	3	O 4
s. My mentor helped me feel curious about my project.	<b>1</b>	0 2	3	0 4
t. My mentor treated me as a colleague.	<u> </u>	0 2	3	0 4
u. My mentor helped me decide on a career path.	<b>1</b>	0 2	3	0 4
v. My mentor communicated his/her expectations of me.	O 1	0 2	3	0 4
w. My mentor respected my goals.	<b>1</b>	0 2	3	0 4
x. My mentor allowed me to take ownership in my research.	O 1	O 2	3	O 4
y. My mentor created an environment where I felt safe to make mistakes.	<b>1</b>	O 2	3	0 4
z.My mentor made me feel included in the lab.	<b>1</b>	0 2	3	0 4
aa. My mentor regularly assessed skills and knowledge that I gained in the lab	<b>O</b> 1	O 2	O 3	0 4