

Draft Mentor Diagnostic Constructs by Andrew Gibbons, copyright holder

1. I listen to the whole issue before commenting.
2. I give advice but still expect the mentee to make their own decisions.
3. I always find time to help.
4. I always question thoroughly to find the real issues.
5. I always give honest opinions.
6. I have a good range of networks and contacts that can be utilised appropriately.
7. I am not intimidating - I'm easy to approach at any time.
8. I know what I am talking about - I am good at my own job.
9. I look for the reality within which a mentee works.
10. I always focus on mentee needs during a mentoring session.
11. I don't get irritated by a mentee who doesn't get the point quickly.
12. I am an optimist.
13. I am encouraging.
14. I am always well prepared in advance.
15. I am a positive role model in terms of my own achievements.
16. I can help a mentee believe in their potential.
17. I am open to new ideas.
18. I know when to introduce options which may not have been considered.
19. I can challenge assumptions skilfully.
20. I am a positive person.
21. I possess great patience.
22. I am interested in people.
23. I am an active listener.
24. I am non-judgmental.
25. I feel comfortable about having my views challenged.
26. I am enthusiastic about mentoring.
27. I am very knowledgeable about developmental issues.
28. I am tolerant.
29. I don't expect a mentee to be like me.
30. I am prepared to learn with the mentee.
31. I can give feedback skilfully.
32. I can allow a mentee the freedom and confidence to make mistakes.

33. I see my mentees as equals.
34. I have sound judgement.
35. I am able to distance myself, and maintain objectivity.
36. I am keen to allow mentees to make their own decisions.
37. I keep in regular contact with those I mentor.
38. I take an interest in the individual mentee - I value their views and what they say.
39. I am able to probe beyond the superficial.
40. I can provide the space for a mentee to express their feelings.
41. I can draw out a mentees' ideas and I'm willing to use them.
42. I have a true passion for developing others, and really believe in the value of development.
43. I can avoid the temptation to direct conversation back to myself and my issues and experiences.
44. I can challenge constructively and directly to get to the heart of the matter.
45. I won't just tell a mentee what they want to hear.
46. I never appear keen to get a mentoring meeting over with and move on to the next thing.
47. I don't talk about my own achievements too much.
48. I have a genuine desire to empower.
49. I am responsive to my mentee.