

Maximizing the Protégé Experience

Protégé Self-assessment

Now that you've had time to establish your mentoring relationship, protégés can use the assessment below as a reminder of behaviors that can lead to a successful relationship. It can also help to ensure that you get the maximum benefit from the program. As your partnership progresses, look it over occasionally and note how you are doing.

| Behavior | Yes | No |
|--|-----|----|
| I assume responsibility for managing the mentoring relationship. | | |
| I set immediate goals related to my current position. | | |
| I set long-term, visionary goals for myself. | | |
| I share both long-term and immediate goals with my mentor. | | |
| I evaluate my progress periodically and modify my goals if necessary. | | |
| I set an agenda for our meetings to ensure that we have a focus and use our time well. | | |
| I call between meetings to update my mentor on my progress. | | |
| I complete action items that my mentor and I have agreed upon. | | |
| I respect my mentor's time by keeping our appointments and arriving on time. | | |
| I do not expect my mentor to make decisions for me. | | |
| I keep confidences my mentor entrusts to me. | | |
| I am realistic about what my mentor can do for me. | | |
| I attend networking meetings. | | |
| I give my mentor honest feedback, both positive and negative. | | |
| I encourage my mentor to provide honest feedback, both positive and negative. | | |

Mentors need to hear:

- How the suggestions/strategies they offer have worked.
- How protégés are progressing toward their goals.
- What protégés value most about the relationship.
- Concerns that protégés might have about the relationship.
- Protégés appreciation of their commitment.