

## **CAP Mentee Self-Assessment**

### **Introduction**

The success of a mentoring relationship is often influenced by the mentee's awareness of his/her gaps, strengths, and challenges in meeting the mentorship goals, as well as by the fit between the mentee's and mentor's goals, interpersonal styles, and mutual career interests. To that end, we recommend that new members fill out the following self-assessment before meeting with potential mentors to clarify their mentoring needs.

### **Mentorship goals**

1. What are your short-term (next 12 months) goals? Education and Training? Emergency Services? Other?
2. What are your reasons for selecting your short-term goals?
3. How do you see your primary mentor's role in helping you reach your short-term goals?

### **Strengths and challenges in meeting mentorship goals**

4. What strengths do you bring in meeting your short-term mentoring goals (these could be professional, personal, interpersonal, organizational, or other)?
5. What challenges do you envision in meeting your goals? Where will you need the most help?
6. How would you like your primary mentor to help you address these challenges?

7. Do you feel comfortable asking for advice and accepting criticism? What can your mentor do to help make you feel more comfortable?

### **Mentorship process characteristics**

8. What primary role do I want my mentor to play?
- a. a guide, trusted counselor
  - b. an advocate
  - c. a friend
  - d. a sympathetic ear
  - e. a resource for information
  - f. other
9. Consider different ways that you might work with your primary mentor to reach your mentorship goals (i.e., in-person individual meetings, in-person group meetings, other?). Which ways would be most effective, and which would be least effective for you?
10. How often would you like to meet? In what format?