

## Mentoring Trust Scale

	Not at All True	Not True	Somewhat True	Very True
1. I consider this person competent in his or her job.	1	2	3	4
2. This person is a competent mentor/protégé.	1	2	3	4
3. I know where I stand with this person.	1	2	3	4
4. This person reveals appropriate personal stories about him or herself.	1	2	3	4
5. This person communicates honestly.	1	2	3	4
6. I feel as though this person is concerned about my	1	2	3	4
7. This person shows concerns for others in his or her job.	1	2	3	4
8. I think this person is concerned about me as a person.	1	2	3	4
9. I can count on this person to do what she or he says	1	2	3	4
10. This person's actions match his or her words.	1	2	3	4

This scale can be used in multiple ways.

First, you can use it to assess how much you trust your mentor. Look at each question and determine how true each statement is for your mentor. The more 5s you have, the higher is your trust. Notice where there is a lower mark and consider why that is and if it would be worthwhile to discuss this with your mentor.

Second, you can use this scale to reflect on your own level of trustworthiness. In other words, if you are a trustworthy person in your current mentoring relationship, you would be able to rate yourself highly on all the dimensions of trust. Consider how your mentor might perceive your level of trustworthiness. Consider using these dimensions as a focal point for a discussion.

Source: Ensher, E., & Murphy, S. (2005) Power mentoring: How successful mentors and protégés get the most out of their relationships. San Francisco: Jossey-Bass.