**Hutton Junior Fisheries Biology Program**

**Mentor Evaluation and Learning Self-Assessment**

Mentor Name: Title:

Institution: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Type of Advanced Degree:

Gender: \_\_\_\_\_\_\_\_\_\_\_ Age: \_\_\_\_\_\_\_\_\_\_\_ Type of Advanced Degree: Race: \_\_\_\_\_

Internship Period: to Activity Focus:

Student Name:

**Part I: Mentoring Skills**

**Please rate how skilled you feel you are in each of the following areas:**

*Think about your skill generally, with all your mentees. Please only choose 'not applicable' (NA) when a skill cannot be applied to any of your mentees.*

**1 = Not Skilled 2 = Not Very Skilled 3 = Moderately Skilled 4 = Very Skilled 5 = Extremely Skilled**

Identifying and accommodating different communication styles **1 2 3 4 5 N/A**

Providing constructive feedback **1 2 3 4 5 N/A**

Active listening **1 2 3 4 5 N/A**

Coordinating effectively with your mentees’ other mentors **1 2 3 4 5 N/A**

Building mentees’ confidence **1 2 3 4 5 N/A**

Motivating your mentees **1 2 3 4 5 N/A**

Working with mentees to set clear expectations of the **1 2 3 4 5 N/A**  
 mentoring relationship

Working with mentees to set work goals **1 2 3 4 5 N/A**

Accurately estimating your mentees’ level of scientific knowledge **1 2 3 4 5 N/A**

Accurately estimating your mentees’ ability to conduct research **1 2 3 4 5 N/A**

Employing strategies to enhance your mentees’ knowledge and abilities **1 2 3 4 5 N/A**

Stimulating your mentees’ creativity **1 2 3 4 5 N/A**

Acknowledging your mentees’ professional contributions **1 2 3 4 5 N/A**

Working effectively with mentees whose personal background is **1 2 3 4 5 N/A**  
 different from your own (age, race, gender, class, region, culture,   
 religion, family composition etc.)

Negotiating a path to professional independence with your mentees **1 2 3 4 5 N/A**

Helping your mentees network effectively **1 2 3 4 5 N/A**

Helping your mentees set career goals **1 2 3 4 5 N/A**

Understanding your impact as a role model **1 2 3 4 5 N/A**

Helping your mentees acquire resources (e.g. grants, scholarships, etc.) **1 2 3 4 5 N/A**

**Part II: Relations with AFS Staff**

Please provide feedback on your interactions with AFS staff.

**1 = Poor 2 = Not Very good 3 = Average 4 = Good 5 = Excellent**

Explained the expectations of the internship **1 2 3 4 5 N/A**

Gave clear, adequate direction when needed **1 2 3 4 5 N/A**

Provided supporting materials when necessary **1 2 3 4 5 N/A**

Was available to me during my internship **1 2 3 4 5 N/A**

Explained the expectations of the internship site **1 2 3 4 5 N/A**

**Part III: Overall Experience**

How would you rate the overall quality of your mentoring? **1 2 3 4 5 N/A**

How would you rate the program overall? **1 2 3 4 5 N/A**

1. How many years of experience do you have as a formal mentor? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Have you previously participated as a Mentor in the Hutton Junior Fisheries Biology Program?

□ Yes □ No If yes, how many years of participation:

1. Did the Hutton Program mentoring relationship meet your objectives, needs, and expectations?

□ Yes □ No

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Would you recommend the Hutton Program to your fellow colleagues to join as mentors?

□ Yes □ No

Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. What could we do better next year?

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**Additional Feedback & Comments:**

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