

## Pre-First-Meeting Mentee Assessment: Adapted<sup>1</sup> for Physics Departmental Mentoring Forum, May 2009

### ---Develop A Vision of the Mentoring You Need---

- What kind of mentoring have I received in the past? Was it work-related? School-related? Both?
- Would I describe my past mentoring relationships as collegial ones (as equals or near-equals) or apprenticeship ones? What does this difference mean to me now? Which do I prefer at this stage of my professional development?
- What did I find most useful about the mentoring I received? What did I find least useful?
- How does the mentoring I received compare to the kind that others received who were different from me in terms of race, gender, age, ability, or family background?
- How well would the mentoring I received in the past apply to my graduate school circumstances now? How might I need to alter my expectations?
- What kind of mentoring did I not receive earlier that would be particularly helpful to me now?

### ---What are my goals for graduate school and beyond?---

- What are the connections between my prior background experiences and my decision to go to graduate school?
- What do I hope an advanced degree will help me do?
- What type of training do I desire?
- What skills do I need to develop?
- What kinds of research or creative projects do I want to work on?
- What type of career do I want to pursue?
- What kind of networks might I need to develop?
- What work or training experiences inside and outside my department might I need?
- How do I want my learning to impact communities beyond the university?

### ---What are my strengths and weaknesses?2---

- What are the skills I bring to graduate study (*e.g.*, creative, analytical, statistical, organizational, etc.)?
- What skill areas do I think I need to work on?
- What experiences might help me strengthen my skills?

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<sup>1</sup> From The University of Washington Graduate School Mentoring guides as well as the CWD Student Mentee Handbook

<sup>2</sup> Two strengths assessment resources: University of Chicago has a “Skills Identification” worksheet here: [https://caps.uchicago.edu/resourcecenter/handouts/grad\\_skills\\_id.pdf](https://caps.uchicago.edu/resourcecenter/handouts/grad_skills_id.pdf), or [www.strengthsfinder.com](http://www.strengthsfinder.com) has an online assessment (but it costs money).

---What is my preferred work style?---

- Do I like to work independently or collaboratively, or some combination of both?
- Do I like to manage meetings with an agenda, or do I prefer to let priorities emerge during meetings?
- How does my work style help or occasionally prevent me from learning?
- How does my work style compare to that of others who have served as valuable mentors in my life?

---Learning About You---

- Which classes have you liked best or least and for what reasons?
- What sort of research are you involved in?
- What activities are you involved in, including research, community service, clubs, societies, and jobs? What are your favorite ways to spend time: favorite music, books, movies, food?
- How has your family life affected your graduate school career?
- What is your typical day like?