



Mentoring and Personal Growth Self-Assessment Questionnaire

Mentoring is defined as a *relationship with a deliberate purpose of fostering growth*. A mentor could be a friend or colleague, a more experienced person, or someone with specialist skills.

This questionnaire is a self-evaluation tool provided by Thrive to help you:

- Discover areas where mentoring may be helpful for you;
- Consider the different types of mentor that could be available for you;
- Get you started in a mentoring relationship to stimulate personal growth.

This questionnaire is for your own use (you will not be asked to submit it to anyone). However, it is helpful for you to talk with someone about what you have learned and how you intend to respond.

1. How satisfied are you with the following areas of your life?

	Not at all										Fully
• Physical strength and stamina	1	2	3	4	5	6	7	8	9	10	
• Intellectual	1	2	3	4	5	6	7	8	9	10	
• Relationships and family	1	2	3	4	5	6	7	8	9	10	
• Spiritual	1	2	3	4	5	6	7	8	9	10	
• Main work/ministry	1	2	3	4	5	6	7	8	9	10	
• Other ministry(s)	1	2	3	4	5	6	7	8	9	10	
• Life overall	1	2	3	4	5	6	7	8	9	10	

2. The table below lists various aspects of life. Put a tick beside the ones where you would like to have some guidance, training and or encouragement.

Like Help	Aspects of Life	Category of Life
	Management of time, finances, etc.	Life planning
	Handling major transitions	
	Life focus and priorities	
	Devotional life & spiritual disciplines	Spiritual
	Finding God's leading and will	
	Victory over temptations	
	Healthy lifestyle	Physical
	Physical exercise	
	Body weight	

	Reading and personal study	Intellectual
	Knowledge for work/ministry	
	Language and cultural competence	
	Handling stress	Emotional
	Freedom from anxieties	
	Personal identity	
	Relating well with others	Relationships and family
	Marriage and parenting	
	Singleness	
	Finding one's gifts and abilities	Ministry and/or profession
	Skills for work/ministry	
	Professional advancement	
	Coping with life in a new context	Cultural adaptation
	Relating meaningfully with local people	
	Understanding and adapting to a culture	

If you have a lot of ticks in one category of life (see right hand column) this would indicate the need for a mentor who is competent in that area.

3. In what way would you like someone to help you? Place a tick beside the ones that apply:

A		B		C	
<input type="checkbox"/>	Listen to you and understand you	<input type="checkbox"/>	Help build self-confidence	<input type="checkbox"/>	Offer challenging ideas
<input type="checkbox"/>	Offer friendship and care	<input type="checkbox"/>	Offer wise counsel	<input type="checkbox"/>	Guide professional development
<input type="checkbox"/>	Offer encouragement	<input type="checkbox"/>	Confront negative attitudes	<input type="checkbox"/>	Teach you some specific skills
<input type="checkbox"/>	Pray with you and for you	<input type="checkbox"/>	Provide growth opportunities	<input type="checkbox"/>	Help you analyse your situation
<input type="checkbox"/>	Provide accountability	<input type="checkbox"/>	Inspire to excellence	<input type="checkbox"/>	Help you to find direction in a specific area of life

There are three general kinds of mentor, which are each best suited to provide for the items listed in one of the columns in the table above:

A	B	C
Friend or peer mentor	General mentor	Specialist mentor
Someone at the same level as you, where normally you are mentoring each other.	Someone with more experience and maturity than you who can help you in a wide range of areas.	Someone with special knowledge of an aspect of life or ministry, or with special skills such as coaching or counselling.

If you have more ticks in one column than the others, this may indicate a priority to find that sort of mentor, although, most of us need people in all three categories.

4. The table below describes some types of specialist mentors. Many of these kinds of mentors have received formal training leading to certification, although others have learned through personal study and practical experience. Use of a specialist mentor tends to be short-term and many will require that you pay for their services.

Which of the following people could be helpful to you? Tick the ones you think could benefit you:

Category of Life		Types of Specialist Mentors	Description of particular approach and skills
Life planning		Life coach	Uses a questioning approach to help you think through a goal or issue and decide on an action plan.
Spiritual		Spiritual director	Discusses how God has been at work in your life with the aim of discerning his will and leading you into a closer relationship with God.
Physical		Medical doctor	Diagnoses health problems, prescribes treatment and advises on lifestyle issues.
		Personal trainer	Provides a physical exercise programme suitable for you including training, motivation & monitoring.
Intellectual		Tutor	Answers questions and guides your learning in a subject area they are knowledgeable about.
Emotional		Counsellor or psychologist	Explores your experiences and feelings so as to help you resolve emotional issues. Some counsellors specialise in family and relational issues.
Relational			
Ministry/- Professional		Supervisor or trainer	Demonstrates skills and evaluates your performance for the purpose of ministry/professional competence.
		Professional coach	Uses a questioning approach to help you think through professional development and career planning.
Cultural		Orientation mentor	Encourages cultural reflection and adaptation by discussing your experiences and helping to give deeper understanding of these.

5. General mentors and peer mentors often provide help in a wide variety of areas. Examples of general and peer mentors are listed below. Tick the ones that would be helpful to you.

	Examples of general mentors (those above you with more experience)		Examples of peer mentors (those at a similar level to you)
	Father and mother		Spouse
	Older Christian		Personal friend
	Pastor		Prayer partner
	Boss or senior colleague		Accountability partner
	Role model		Study partner
	Accomplished person		Colleague or workmate

6. What sort of personalities do you relate with best? You may have a strong preference (1 or 10) or be happy with both (5).

- Serious 1 2 3 4 5 6 7 8 9 10 Light-hearted
- Intellectual 1 2 3 4 5 6 7 8 9 10 Practical
- Follows a clear plan 1 2 3 4 5 6 7 8 9 10 Flexible approach
- Gives advice 1 2 3 4 5 6 7 8 9 10 Gets me to think

A good mentor can be very different from us, but it is wise to choose someone you find easy to relate to. You also want to choose someone you respect and can trust, and someone who has desirable qualities and skills.

7. The success of a mentoring relationship is dependent as much on your attitude and willingness to learn as the competence of the mentor. Rate yourself on each of these qualities:

- | | Poor | High |
|---|----------------------|-------------|
| a. Motivated to learn and develop | 1 2 3 4 5 6 7 8 9 10 | |
| b. Willing to commit time to the relationship | 1 2 3 4 5 6 7 8 9 10 | |
| c. Willing to work on your own growth and development | 1 2 3 4 5 6 7 8 9 10 | |
| d. Willing to be open and honest with your mentor | 1 2 3 4 5 6 7 8 9 10 | |
| e. Willing to receive critical feedback | 1 2 3 4 5 6 7 8 9 10 | |

If you are scoring yourself 6 or higher for these qualities, you will benefit greatly from a mentoring relationship.

8. It is good to have a number of people who are mentoring you in different aspects of life and in different ways. In the table below write down the mentoring relationships you have already and the mentoring relationships you would like.

	Type of Mentor (eg. coach, boss, prayer partner, etc)	Aspects of life this person will help you with most (eg. prayer, parenting, preaching, etc)	Name of current mentor or someone you could ask to become your mentor
Your current mentors			
New mentors you would like to have			

9. In most cases you need to take initiative to develop a mentoring relationship. There are various approaches for doing this. Decide which approach would work best for the mentors you listed in the previous question.

Approaches for initiating a mentoring relationship	Advantages of this approach	For what new mentors can you use this approach?
Begin meeting casually (eg. meet for coffee and to chat) and during your meetings ask for advice and help on specific matters (without calling it mentoring).	You can get to know whether they would be a good mentor before making a commitment. Some people would not be confident to be called a mentor.	
Ask someone you know or has been recommended to be your mentor. You would discuss expectations for the relationship early on.	The nature of the relationship is defined clearly early on. You research and decide who would be helpful to you.	
Ask your boss or pastor or a mentoring organisation to match you up with a suitable mentor.	It is arranged for you. The person organising a mentor for you will have access to various options and can ensure that the mentor is suitable.	

10. What do you intend to do to develop mentoring relationships?

What I will do	When I will do it

This questionnaire has indicated some need and opportunity for mentoring. It is up to you now to make it happen. Initiate a relationship or two and watch it produce growth and fruitfulness in your life.