

How robust is the mentoring program in your organisation?

A selection of questions from the Mentoring Culture Audit Questionnaire tool
in Zachary, L. (2005) *Creating a Mentoring Culture*, pp. 267-270

	Questions	Always	Some-times	Never	Don't know
1.	Leaders actively promote individual and organizational learning.				
2.	The organizational culture supports mentoring.				
3.	Mentoring partners are supported in taking time for mentoring.				
4.	An adequate budget and explicit financial commitment supports organizational mentoring.				
5.	Roles, responsibilities, and expectations of mentors, mentees, and other individuals who interact with and support mentoring relationships are defined and aligned with each other.				
6.	A strategic process for maintaining mentoring alignment is established.				
7.	The purpose, scope, and benefits of mentoring are well articulated and linked to tangible results.				
8.	Progress toward achievement of learning goals by mentoring partners is monitored.				
9.	Mentoring results are measured over time.				
10.	Mentoring communication messages to stakeholders are consistent, timely, and regular.				
11.	A shared vocabulary of mentoring practice is consistent throughout the organization.				

12.	Mentoring communication is sensitive to culture and diversity.				
13.	Best mentoring practices are regularly shared in multiple forms and forums.				
14.	Individual mentoring partnerships meet regularly.				
15.	Multiple types of mentoring are supported (one-to-one, group, distance, cross-cultural).				
16.	Mentoring coaching and information is available at point of need to support individuals engaged in mentoring relationships.				
17.	Existing mentoring opportunities are appropriate and broad enough to meet the diverse learning needs within the organization.				
18.	The organization supports informal and formal mentoring.				
19.	Mentoring briefings and training are regularly offered.				
20.	Mentors and mentees make time for mentoring a priority.				
TOTAL:					

- What is going well?
- Which areas need to be strengthened?
- How will you go about making mentoring a more integral part of your organisation's culture?