

# MENTORING PROGRAMME SUCCESS EVALUATOR

Answer the questions below to find out where you need to strengthen your mentoring programme.

1) Is the program championed by a top level manager who himself or herself is mentoring someone during the period of the programme?

Yes	No
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2) Did mentees have an active part in choosing their mentors?

Yes	No
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3) Is mentoring a key performance area (KPA) the selected mentor is measured against?

Yes	No
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4) Does the mentoring champion communicate acknowledgement, appreciation, progress and encouragement to the other mentors in the organisation?

Yes	No
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5) Does the organization allow mentors and mentees time and space and resources to carry out their roles and developmental activities?

Yes	No
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6) Do mentees enter into the mentoring programme with clarity about specific areas of professional development they need to focus on?

Yes	No
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7) Is there administrative assistance provided for the mentor and mentees to get their relationship up and running?

Yes	No
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8) Is there initial facilitative assistance provided for the mentor and mentee to word clearly-defined objectives?

Yes	No
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9) Is there facilitated assistance provided for mentors and mentees to regularly review and record their progress against objectives set?

Yes	No
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10) Do mentors and mentees work according to an agreement document they fill out jointly?

Yes	No
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11) Is there a periodic workshop held where mentors confer with each other, learn together and report back on their experience and progress?

Yes	No
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12) Is there a central administrative body which charts the progress of the overall programme as well as the progress of each mentor and mentee pairing?

Yes	No
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13) Are the mentors unreservedly committed to investing the time and effort required to mentoring the next generation leaders in the organisation?

Yes	No
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14) Are there mechanisms in place to inform people about key events and accomplishments that mentors and mentees achieve?

Yes	No
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Any 'no' is a risk factor. How many risk factors is your current programme exposed to?