

LANGUAGES OF MENTORING

Name: _____

To Get Started:

Below you will see 30 paired statements. Please circle the letter next to the statement that best defines what **would be** most meaningful to you in your relationship – regardless of whether or not it is currently happening. Both statements may (or may not) sound like they fit your situation, but please choose the statement that captures the essence of what is most meaningful to you, the majority of the time.

1. It's more meaningful to me when...
 - A. I hear my mentor say affirming phrases like, "I appreciate you" or "I'm proud of you."
 - E. I learn a lot of new things as a result of my mentoring relationship.
2. It's more meaningful to me when...
 - B. My mentor inspires me to do my best.
 - D. My mentor takes the time to listen to me and really understand my feelings.
3. It's more meaningful to me when...
 - C. My mentor says something encouraging to me when I'm struggling.
 - B. My mentor reminds me of commitments I've made or goals I have, and helps me stay on track.
4. It's more meaningful to me when...
 - D. I feel like an equal in my mentoring relationship.
 - E. My mentor and I work to break down any barriers that stand between me and my goals.
5. It's more meaningful to me when...
 - E. My mentor introduces me to people in their network.
 - C. My mentor celebrates my accomplishments with me.
6. It's more meaningful to me when...
 - B. My mentor helps me strengthen my abilities and convictions.
 - E. My mentor helps me to think outside the box – offering perspectives I might not have thought of on my own.
7. It's more meaningful to me when...
 - C. I can troubleshoot challenges with my mentor – whether they are relationship problems or homework assignments.
 - A. My mentor puts their arm around my shoulder to show their concern.
8. It's more meaningful to me when...
 - E. I feel more well-rounded as a result of my mentoring relationship.
 - A. I am complimented by my mentor for no apparent reason.
9. It's more meaningful to me when...
 - B. My mentor holds me accountable to mistakes I make in a nonjudgmental way.
 - C. My mentor praises me for the growth I make, helping me to recognize when I'm doing a good job.
10. It's more meaningful to me when...
 - A. My mentor makes time for me, even if they are busy.
 - D. My mentor works with me to solve problems, rather than telling me what to do or solving them for me.
11. It's more meaningful to me when...
 - B. I can trust my mentor to give me their honest opinion, even if it's not what I want to hear.
 - A. My mentor strives to understand my perspectives and experiences, especially when they are different from their own.
12. It's more meaningful to me when...
 - D. My mentor and I share mutual respect, even when we disagree.
 - E. My mentor connects me to other people who can help me grow.
13. It's more meaningful to me when...
 - A. My mentor follows through on commitments.
 - C. I receive authentic praise for the hard work I do.
14. It's more meaningful to me when...
 - B. I feel more able to take on challenges as a result of my mentoring relationship.
 - E. I have a broader perspective on things because of my mentoring relationship.
15. It's more meaningful to me when...
 - A. My mentor remembers my favorite snack, and brings it to a study session.
 - D. My mentor and I share responsibility for coming up with activities to do together.
16. It's more meaningful to me when...
 - E. My mentor connects me to helpful resources when I face a challenge that they alone can't help me overcome.
 - B. I grow a lot because of my mentoring relationship.
17. It's more meaningful to me when...
 - D. My mentor respects my decisions without judgment, even when they don't agree with me.
 - C. I can turn to my mentor for support when things are tough.

18. It's more meaningful to me when...
 - A. My mentor doesn't check their phone while we're talking.
 - B. My mentor sees my potential, and helps me live up to it.
19. It's more meaningful to me when...
 - E. My mentor facilitates my success in any way they can.
 - D. My mentor respects my autonomy and independence.
20. It's more meaningful to me when...
 - D. My mentor listens to my needs, interests, and abilities and adjusts to accommodate them.
 - C. My mentor goes out of their way to do something that relieves pressure on me when I'm stressed out.
21. It's more meaningful to me when...
 - B. I see more of my own potential as a result of my mentoring relationship.
 - D. I feel like my mentor respects me.
22. It's more meaningful to me when...
 - C. My mentor is there for special events I'm involved with (sports games, plays, concerts, presentations, events, etc).
 - A. I overhear my mentor speak highly of me to other people.
23. It's more meaningful to me when...
 - C. I can count on getting practical advice and feedback from my mentor.
 - D. My mentor asks for my opinions.
24. It's more meaningful to me when...
 - B. My mentor encourages me to be the best version of myself.
 - C. My mentor sticks up for me.
25. It's more meaningful to me when...
 - D. My mentor and I make decisions together, as a team.
 - B. I can trust my mentor to hold me accountable to my goals and ambitions, even when it's tough.
26. It's more meaningful to me when...
 - E. My mentor and I share new experiences together – like going to cultural events or attending interesting workshops.
 - C. I know my mentor has my back.
27. It's more meaningful to me when...
 - A. My mentor asks questions to learn more about my interests.
 - B. My mentor helps me recognize and believe in my own potential.
28. It's more meaningful to me when...
 - C. My mentor is there to support me when I need them.
 - E. My mentor exposes me to new ideas and perspectives.
29. It's more meaningful to me when...
 - D. My mentor asks me about my goals and ambitions.
 - A. My mentor gives me a hug and listens when I'm feeling down.
30. It's more meaningful to me when...
 - E. My mentor helps to open doors of opportunity for me.
 - A. I know my mentor is someone I can trust.

RESULTS

Now go back and count the number of times you circled each individual letter and write that number in the appropriate blank below.

LANGUAGES OF MENTORING PERSONAL PROFILE

- A: EXPRESSING CARE
 B: CHALLENGING GROWTH
 C: PROVIDING SUPPORT
 D: SHARING POWER
 E: EXPANDING POSSIBILITIES

Which language received the highest score? This is your primary language of mentoring. If point totals for two languages are equal, you are "bilingual" and have two primary languages of mentoring. And, if you have a secondary language, or one that is close in score to your primary language, this means that both expressions of mentoring are important to you.

The highest possible score for any single language is 12.