

LANGUAGES OF MENTORING

Name: _____

To Get Started:

Below you will see 30 paired statements. Please circle the letter next to the statement that reflects the way you **most often** show support within your mentoring relationship. Both statements may (or may not) sound like they fit your situation, but please choose the statement that captures the essence of what is true for you, the majority of the time.

1. It's more important to me as a mentor that...
 - A. I say affirming phrases to my mentee like, "I appreciate you" or "I'm proud of you."
 - E. My mentee learns a lot of new things as a result of our mentoring relationship.

2. It's more important to me as a mentor that...
 - B. I inspire my mentee to do their best.
 - D. I take the time to listen to my mentee and really understand their feelings.

3. It's more important to me as a mentor that...
 - C. I say something encouraging to my mentee when they're struggling.
 - B. I remind my mentee of commitments they've made or goals they have, and help them stay on track.

4. It's more important to me as a mentor that ...
 - D. I treat my mentee as an equal in our mentoring relationship.
 - E. My mentee and I work to break down any barriers that stand between their selves and their goals.

5. It's more important to me as a mentor that ...
 - E. I introduce my mentee to people in my network.
 - C. I celebrate my mentee's accomplishments with them.

6. It's more important to me as a mentor that ...
 - B. I help my mentee strengthen their abilities and convictions.
 - E. I help my mentee to think outside the box – offering perspectives they might not have thought of on their own.

7. It's more important to me as a mentor that ...
 - C. My mentee can troubleshoot challenges with me – whether they are relationship problems or homework assignments.
 - A. I put my arm around my mentee's shoulder to show my concern.

8. It's more important to me as a mentor that ...
 - E. My mentee feels more well-rounded as a result of our mentoring relationship.
 - A. I give my mentee frequent, authentic compliments or affirmations.

9. It's more important to me as a mentor that ...
 - B. I hold my mentee accountable to mistakes they make in a nonjudgmental way.
 - C. I praise my mentee for the growth they make, helping them to recognize when they are doing a good job.

10. It's more important to me as a mentor that ...
 - A. I make time for my mentee, even if I'm busy.
 - D. I work with my mentee to solve problems, rather than telling them what to do or solving them myself.

11. It's more important to me as a mentor that ...
 - B. My mentee trusts me to give them my honest opinion, even if it's not what they want to hear.
 - A. I strive to understand my mentee's perspectives and experiences, especially when they are different from mine.

12. It's more important to me as a mentor that ...
- D. My mentee and I share mutual respect, even when we disagree.
 - E. I connect my mentee to other people who can help them grow.
13. It's more important to me as a mentor that ...
- A. I follow through on my commitments to my mentee.
 - C. I give my mentee authentic praise for the hard work they do.
14. It's more important to me as a mentor that ...
- B. I enable my mentee to take on challenges.
 - E. I offer my mentee a broader perspective on things.
15. It's more important to me as a mentor that ...
- A. I remember my mentees' favorite snack, and bring it to a study or activity session.
 - D. I share responsibility with my mentee for coming up with activities to do together.
16. It's more important to me as a mentor that ...
- E. I connect my mentee to helpful resources when they face a challenge that I can't help them overcome by myself.
 - B. I help my mentee grow a lot.
17. It's more important to me as a mentor that ...
- D. I respect my mentees' decisions without judgment, even when I don't agree with them.
 - C. My mentee turns to me for support when things are tough.
18. It's more important to me as a mentor that ...
- A. I turn my phone off while talking with my mentee.
 - B. I see my mentees' potential, and I help them live up to it.
19. It's more important to me as a mentor that ...
- E. I facilitate my mentees' success in any way I can.
 - D. I respect my mentees' autonomy and independence.
20. It's more important to me as a mentor that ...
- D. I listen to my mentees' needs, interests, and abilities and adjust to accommodate them.
 - C. I go out of my way to do something that relieves pressure on my mentee when they're stressed out.
21. It's more important to me as a mentor that ...
- B. My mentee sees more of their own potential as a result of our mentoring relationship.
 - D. I show respect for my mentee.
22. It's more important to me as a mentor that ...
- C. I attend special events my mentee is involved with (sports games, plays, concerts, presentations, events, etc).
 - A. My mentee overhears me speak highly of them to other people.
23. It's more important to me as a mentor that ...
- C. I give practical advice and feedback to my mentee.
 - D. I ask my mentee for their opinions.
24. It's more important to me as a mentor that ...
- B. I encourage my mentee to be the best version of their self.

- C. I stick up for my mentee.
25. It's more important to me as a mentor that ...
- D. My mentee and I make decisions together, as a team.
 - B. I hold my mentee accountable to their goals and ambitions, even when it's tough.
26. It's more important to me as a mentor that ...
- E. My mentee and I share new experiences together – like going to cultural events or attending interesting workshops.
 - C. My mentee knows I have their back.
27. It's more important to me as a mentor that ...
- A. I ask questions to learn more about my mentees' interests.
 - B. I help my mentee recognize and believe in their own potential.
28. It's more important to me as a mentor that ...
- C. I am there to support my mentee when they need me.
 - E. I expose my mentee to new ideas and perspectives.
29. It's more important to me as a mentor that ...
- D. I ask my mentee about their goals and ambitions.
 - A. I give my mentee a hug and listen when they are feeling down.
30. It's more important to me as a mentor that ...
- E. I help to open doors of opportunity for my mentee.
 - A. My mentee knows that I am someone they 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.