

MENTORING PROGRAM TOOLKIT

Robert Wood Johnson Foundation
New Careers in Nursing



3RD EDITION



Robert Wood Johnson Foundation



American Association
of Colleges of Nursing

MENTORSHIP: A STUDENT SUCCESS STRATEGY
MENTORING PROGRAM TOOLKIT
THIRD EDITION
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MENTOR WORKSHEET

Instructions: Think about your mentoring experiences and the people who were there to guide you, support you, and strengthen you. You will share this information with the student you will be mentoring.

- My mentors were:
 - At what point(s) did they come into your life?
 - What were those experiences like?
 - What wisdom have you gained from each of your mentors?
 - What did you learn about being a mentor?
 - What is it you learned that might contribute to your own development as a mentor?
 - What did you learn about being a mentee?
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- What do you need to know about the student you will be mentoring in order to have a better sense of where they are in their life?
 - Is there more information you need; what questions will you ask the student? What information can you gather from other sources?
 - What insights do you have about the student's life that might affect the student's readiness to learn?

Adapted from The Mentor's Guide: Facilitating Effective Learning Relationships (Lois J. Zachary, 2011)

STUDENT MENTEE WORKSHEET

Instructions: Think about your life so far — what milestones have you achieved? What challenges, disappointments, transformative events, and changes have you encountered along the way? You will share this information with your mentor.

- Describe three to four milestones that contributed to your personal development. Of these, which affected you the most and why?
 - Identify your top three personal and professional successes. Describe the role you played and why you felt each was successful. Which one are you most proud of and why?
 - What were the major personal and professional challenges you faced? Why were they particularly challenging and what specifically did you do to respond or overcome them?
 - How are you different today than you were five years ago?
 - Create a realistic balance sheet of your current personal and professional strengths and challenges. Are you using your strengths? Are there gaps that you need to fill? Are there challenges that must be faced?
 - What barriers are you creating for yourself? Do you notice any patterns?
 - What false assumptions might you have about your role, impact, or value or your self-confidence? Is there a difference in how you perceive your impact versus how others perceive your impact?
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- Do you have a personal vision? Formulate a general vision if you do not have one yet.
 - Have you taken steps to realize that vision?
 - Do you know what steps you need to take to achieve it?

Adapted from The Mentee's Guide: Making Mentoring Work for You (Lois J. Zachary, 2012)