

Mentor Self-Assessment Checklist

Instructions:

Please read each statement and select the number that best reflects your mentoring skills.

There are **no right or wrong answers**. This tool is designed to enhance self-awareness, identify strengths and areas for growth, and guide deliberate actions for targeted development.

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly disagree

1	Creating a psychologically safe and supportive environment	5	4	3	2	1
1.1	I encourage, motivate, and guide mentees to take actions that promote their growth and learning development					
1.2	I set clear, mutually agreed expectations for mentees' professional and learning behaviour to achieve learning objectives and outcomes					
1.3	I demonstrate respect, patience, empathy, approachability, dedication, and enthusiasm to facilitate mentees' personal and professional growth					
1.4	I have self-awareness of cultural, personal, and generational differences that may affect my relationship with the mentee					
1.5	I possess the skills to implement evidence-based strategies to overcome the challenges mentioned in the above statement					
1.6	I have the skills to acknowledge and respect mentees' existing knowledge and skills, and facilitate building their professional development					
1.7	I escalate identified challenges in the mentee's learning progress to appropriate personnel in a timely manner					
2	Advocating for culturally informed person-centred care of older persons	5	4	3	2	1
2.1	I have a sound understanding of the models of care and principles that guide culturally informed, person-centred care for older persons					

2.2	I consistently demonstrate culturally informed, person-centred care principles					
2.3	I possess the skills to assess the enablers and barriers to the application of culturally informed, person-centred care					
2.4	I am confident to speak up when practice breaches person-centredness or creates a risk to the cultural safety of older people					
2.5	I have a passion for older persons' nursing care, and I appreciate aged care as an exciting nursing specialty					
3	Seeking and providing feedback (reflective practice)	5	4	3	2	1
3.1	I am skilled at evaluating the performance of participants and providing constructive feedback using scientific principles					
3.2	I apply various techniques to facilitate the preceptee's analysis of clinical situations and clinical decision-making skills					
3.3	I facilitate the use of reflective practice tools to enhance critical thinking and meaningful learning					
3.4	I guide the preceptee in combining the most recent research evidence and consideration of the person's holistic care needs to provide needs-based care					
3.5	As a mentor, I practice self-reflection and take ongoing efforts to enhance my own professional development (e.g., seeking feedback from peers, mentees, and managers, acquiring evidence-based clinical knowledge, mentor training, updating knowledge of governing frameworks and policies)					
3.6	I guide the mentee to take up leadership in advocacy for safety and quality, effective teamwork, and interdisciplinary collaboration in older person care					

Appendix 1: Mentor self-assessment checklist CDU (2025). References: Stephenson et al. (2023) & Lee-Hsieh et al. (2016)

References:

- Lee-Hsieh, J., O'Brien, A., Liu, C. Y., Cheng, S. F., Lee, Y. W., & Kao, Y. H. (2016). The development and validation of the Clinical Teaching Behavior Inventory (CTBI-23): Nurse preceptors' and new graduate nurses' perceptions of precepting. *Nurse Educ Today*, 38, 107-114. <https://doi.org/10.1016/j.nedt.2015.12.005>
- Stephenson, S., Kemp, E., Kiraly-Alvarez, A., Costello, P., Lockmiller, C., & Parkhill, B. (2023). Self-Assessments of Mentoring Skills in Healthcare Professions Applicable to Occupational Therapy: A Scoping Review. *Occupational Therapy in Health Care*, 37(4), 606-626. <https://doi.org/10.1080/07380577.2022.2053923>