

## SAMPLE: MENTORSHIP EVALUATION FORM

### National Heart, Lung, and Blood Institute National Institutes of Health

**Reviewed: February 2003**

To be completed by trainee for primary mentor; additional forms for secondary mentor(s) can be provided if desired.

This evaluation is for (circle one):    Primary Mentor                  Secondary Mentor

Name of Mentor \_\_\_\_\_

Circle One: 1 = Disagree strongly    2 = Disagree    3 = Agree    4 = Agree strongly

Topics	Rating:	Comments (additional comments may be written on back of this form)
<b>Intellectual Growth and Development</b>		
Encourages my inventiveness including identification of new research topics and discovery of new methodologies	1   2   3   4	
Helps me develop my capacity for theoretical reasoning and data interpretation	1   2   3   4	
Helps me to be critical and objective concerning my own results and ideas	1   2   3   4	
Helps me become increasingly independent in identifying research questions and conducting and publishing my research	1   2   3   4	
Provides constructive feedback on my experimental designs	1   2   3   4	

Topics	Rating:	Comments (additional comments may be written on back of this form)
Provides thoughtful advice on my research progress and results	1 2 3 4	
<b>Professional Career Development</b>		
Provides counsel for important professional decisions	1 2 3 4	
Provides opportunities for me to meet with visiting scientists, faculty and peers	1 2 3 4	
Maintains balance between supporting his/her own research and developing my own career	1 2 3 4	
Helps me to envision a career plan	1 2 3 4	
Provides guidance in development and presentation of research projects for outside review groups	1 2 3 4	
Provides training in the skills needed to mentor others	1 2 3 4	
<b>Academic Guidance</b>		
Provides advice on my coursework and academic goals	1 2 3 4	
Ensures that I am firmly grounded in rules regarding ethical behavior and scientific responsibility	1 2 3 4	

<b>Skill Development</b>		
Topics	Rating:	Comments (additional comments may be written on back of this form)
Helps me to work effectively with other individuals	1 2 3 4	
Helps me to develop good negotiating skills	1 2 3 4	
Provides constructive feedback on my presentation and writing skills	1 2 3 4	
Encourages me to present my work at scientific meetings	1 2 3 4	
Involves me in peer review of abstracts and manuscripts	1 2 3 4	
<b>Personal Communication</b>		
Listens carefully to my concerns	1 2 3 4	
Routinely monitors my progress and reviews proposed timelines and milestones with me	1 2 3 4	
Takes into account gender, ethnic, and cultural issues in interacting with me	1 2 3 4	
Does not take advantage of my time and abilities	1 2 3 4	
Provides timely feedback	1 2 3 4	

Topics	Rating:	Comments (additional comments may be written on back of this form)
Helps me to clarify my responsibilities such as contributing to team effort, working diligently and responding to criticism	1 2 3 4	
Is appropriately accessible to me	1 2 3 4	
<b>Serves as Role Model</b>	1 2 3 4	
Conveys high ethical standards and concern for research subjects	1 2 3 4	
Illustrates active teamwork and collaboration	1 2 3 4	
Illustrates good mentoring skills	1 2 3 4	
Illustrates good work habits	1 2 3 4	