

Model, Mentor & Coach, Oh My! Paving the Way for Others

Self-Reflection and Evaluation Tool

1. I can clearly distinguish between when coaching vs. mentoring is most appropriate for different staff situations.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

2. I can identify the characteristics of effective mentoring and coaching relationships.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

3. I regularly assess my staff's professional development needs.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

4. I can effectively match staff members with appropriate mentors or coaches.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

5. I model strengths-based approaches in my interactions with staff.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

6. I have built trust and psychological safety that supports mentoring/coaching relationships.

1	2	3	4	5
Not at all confident/effective	Slightly confident/effective	Moderately confident/effective	Extremely confident/effective	Extremely confident/effective

Reflective Prompts

The biggest shift in my thinking about staff support since the session has been:

My understanding of the difference between coaching and mentoring has evolved in this way:

The most rewarding aspect of implementing mentoring/coaching supports has been:

Something I learned about my own leadership style through this process is:

I have observed the following positive changes in my staff:
