

For the Mentor: Mid-point and final evaluation of your coaching / mentoring relationship

Why use the Mid-point and final evaluation of your coaching relationship?

Checking in part way through your coaching / mentorship using the mid-point questionnaire is extremely valuable. It is not intended to be a check the box requirement, but a powerful learning tool to better understand your mentee and your relationship.

Benefits for the mentee

- Celebrate the progress they have made toward their goals
- Learn from their successes and failures
- Understand the challenges ahead
- Refocus for the way forward

Benefits for the Coach / Mentor

- Valuable feedback on your performance as a coach / mentor
- Learn new insights about own leadership, mentorship
- New insight into your mentee

Benefits for the relationship

- Evaluate what is working well, what could be better, what needs to change
- Opportunity for honest communication
- Powerful tool to ensure a satisfying outcome for both the mentor and the mentee

How to use the evaluation most effectively

- Send the questionnaire to the mentee with plenty of time for reflection
- Invite honest, written feedback
- Ask: What do we need to keep doing? Stop doing? Start doing?
- Share the purpose of the questionnaire
- Mentee returns the questionnaire in advance of your next session so you have a chance to review
- Spend time together discussing the questionnaire
- Finish with clear action steps for the future