1. What is your academic title? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ *actitle*
2. What type(s) of doctoral degree do you hold? *degree*

1  PhD 5  PharmD

2  MD 6  SciD

3  MD/PhD 7  Other \_\_\_\_\_\_\_\_\_ *odegree*

4  DPH

1. How many mentees do you have? \_\_\_\_\_\_\_\_\_\_ *mentenum*
2. For how many years have you been an academic mentor? \_\_\_\_\_\_\_ *mentoryrs*
3. Please indicate what level of trainee you have been a primary mentor for during your career. [*check all that apply*]

PhD students *phdstudents*

Post-doctoral fellows *postdocs*

Junior faculty *jrfaculty*

Health care professional students *healthcarestud*

Medical residents *medresdnts*

Other \_\_\_\_\_\_\_\_\_\_\_\_ *olevel/olevelsp*

1. Do you turn to your research mentor for mentoring issues? *mentissue*

Yes  No

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Please rate how skilled you feel you are in the following areas:** | | | | | | |  | |  |  |
|  |  | **Not at all** |  |  | **Moderately** | |  | |  | **Extremely** |
| 7. | Active listening *actlisten* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 8. | Providing constructive feedback  *consfeedback* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 9. | Establishing a relationship based on trust *trustrelation* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 10. | Identifying and accommodating different communication styles *comstyles* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 11. | Employing strategies to improve communication with mentees *strategies* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 12. | Coordinating effectively with your mentees’ other mentors *coordinate* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 13. | Working with mentees to set clear expectations of the mentoring relationship *setexpect* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |
| 14. | Aligning your expectations with your mentees' *alignexpect* | 1 | 2 | 3 | 4 | 5 | | 6 | | 7 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | **Not at all** |  | |  | **Moderately** |  | |  | | | **Extremely** |
| 15. | Considering how personal and professional differences may impact expectations *differences* | | 1 | 2 | | 3 | 4 | 5 | | 6 | | | 7 |
| 16. | Working with mentees to set research goals *setrgoals* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 17. | Helping mentees develop strategies to meet goals *meetgoals* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 18. | Accurately estimating your mentees' level  of scientific knowledge *knowledge* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 19. | Accurately estimating your mentees' ability to conduct research *conduct* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 20. | Employing strategies to enhance your mentees' knowledge and abilities *enhanceknow* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 21. | Motivating your mentees *motivate* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 22. | Building mentees' confidence *confidence* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 23. | Stimulating your mentees' creativity *creativity* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 24. | Acknowledging your mentees' professional contributions *profcontr* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 25. | Negotiating a path to professional independence with your mentees *path* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 26. | Taking into account the biases and prejudices you bring to the mentor/mentee relationship *biases* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 27. | Working effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition, etc.)  *effective* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 28. | Helping your mentees network effectively *network* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 29. | Helping your mentees set career goals *careergoals* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 30. | Helping your mentees balance work with their personal life *balance* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 31. | Understanding your impact as a role model *rolemodel* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |
| 32. | Helping your mentees acquire resources (e.g. grants) *resources* | | 1 | 2 | 3 | | 4 | | 5 | | 6 | 7 | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 33. | How would rate your overall skill as a mentor? *skillrate* | | | | | |  |
| **Very Low** | |  |  | **Average** |  |  | **Very High** |
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | | | | | |  |
| 34. | How clearly do you feel you can articulate your own mentoring style? *articulate* | | | | | |  |
| **Not at All Clearly** | |  |  | **Average** |  |  | **Very Clearly** |
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | | | | | | |
| 35. | How confident are you that you can deal productively with difficult mentoring situations? *confident* | | | | | | |
| **Not at All Confident** | |  |  | **Average** |  |  | **Very Confident** |
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | | | | | | |
| 36. | Do you feel that you have mentoring resources available to you to improve your mentoring?  *mentorresources* | | | | | | |
| **No,** **I have no mentoring resources** | |  |  | **Average** |  |  | **Yes, I have many mentoring resources** |
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | | | | | | | |
| 37. | How would you rate your relationship with your research mentor? *relationship* | | | | | | | |
| **Terrible** | |  |  | **Average** |  |  | **Excellent** | **No relationship established yet** |
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | | | | | | | | | | | | | |
| 38. | How skilled do you think your research mentor is at mentoring? *mentorskill* | | | | | | | | | | | | | |
| **Not skilled at all** | | |  | |  | | **Average** | |  | | **Very Skilled** | | **No relationship established yet** | |
| 1 | | 2 | | 3 | | 4 | | 5 | | 6 | | 7 | |  |

**FOR POST PROGRAM SURVEY ONLY:**

**Please rate how helpful you found each of the following components of the TEAM program:**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Not at all** | |  | |  | | **Moderately** |  |  | **Extremely** | |
| 39. | Mentoring career plan *plan* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 40. | Panel sessions *panelsess* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 41. | Peer group discussions *peergrp* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 42. | Homeworks *casestudies* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 43. | Consultancies *consult* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 44. | Trainee toolbox *toolbox* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 45. | Readings for trainees  *readings* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |
| 46 | Program Readings *proreadings* | | 1 | | 2 | | 3 | 4 | 5 | 6 | | 7 |

47. Are you doing anything different when you work with your research mentor now than you did at the start of the program? *dodifferently*

Yes  No

48. Has your behavior as a mentee changed as a result of the TEAM program? *behaviorchg*

Yes  No

49. Have your expectations of your research mentor changed as a result of the TEAM program?

*expectations*

Yes  No

50. What suggestions do you have to improve the TEAM program? *suggestions*

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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