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[ ]  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **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[ ]  |

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

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| 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[ ]  |

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| 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[ ]  |

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| 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[ ]  |

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| 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[ ]  | [ ]  |

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| 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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