



Coaching & Mentoring Skills Diagnostic Questionnaire

Date completed:

Name:

Workplace:

Role:

Discovering your strengths as Instructor, Coach, or Mentor

The following questionnaire will help you identify your strengths and areas for development and discover whether your current preferred style is as Instructor, Coach or Mentor.

For each statement, choose the number that best represents your usual style in helping people to learn. Separately, you could perhaps even consider how others would score you to ensure a more accurate result.

No.	Statement	Your Answer
1	Before telling people about the task I want them to do, I work out, step by step, what it involves.	
2	I continually seek out opportunities for people to develop themselves.	
3	I listen to peoples' ideas and help them fit these into their action plans.	
4	When I have something, I want people to do, I give clear instructions – once only.	
5	When helping people learn, I help them plan how to meet challenges within the task.	
6	I ask people questions that help them to think through the way they want to do things.	
7	I check that people have understood the instructions clearly.	
8	I am prepared to let people try new things even though they may make mistakes.	
9	I am interested in what people do outside work and how this links to their work.	
10	I check up on things I have asked people to do, assess their performance and give feedback.	
11	I encourage people to review their performance and plan how to improve it.	
12	I sit down with people and help them to think through where they are in their studies/career.	

Scoring

To calculate your score, total up the numbers you have given to the questions in each of the columns as follows:

Classification	Your Total Score
INSTRUCTOR	
COACH	
MENTOR	

The higher your score in any one classification = your preferred style

A score of 15 or more shows a strong preference, whereas a score of 5 or less indicates a marked avoidance of this style.