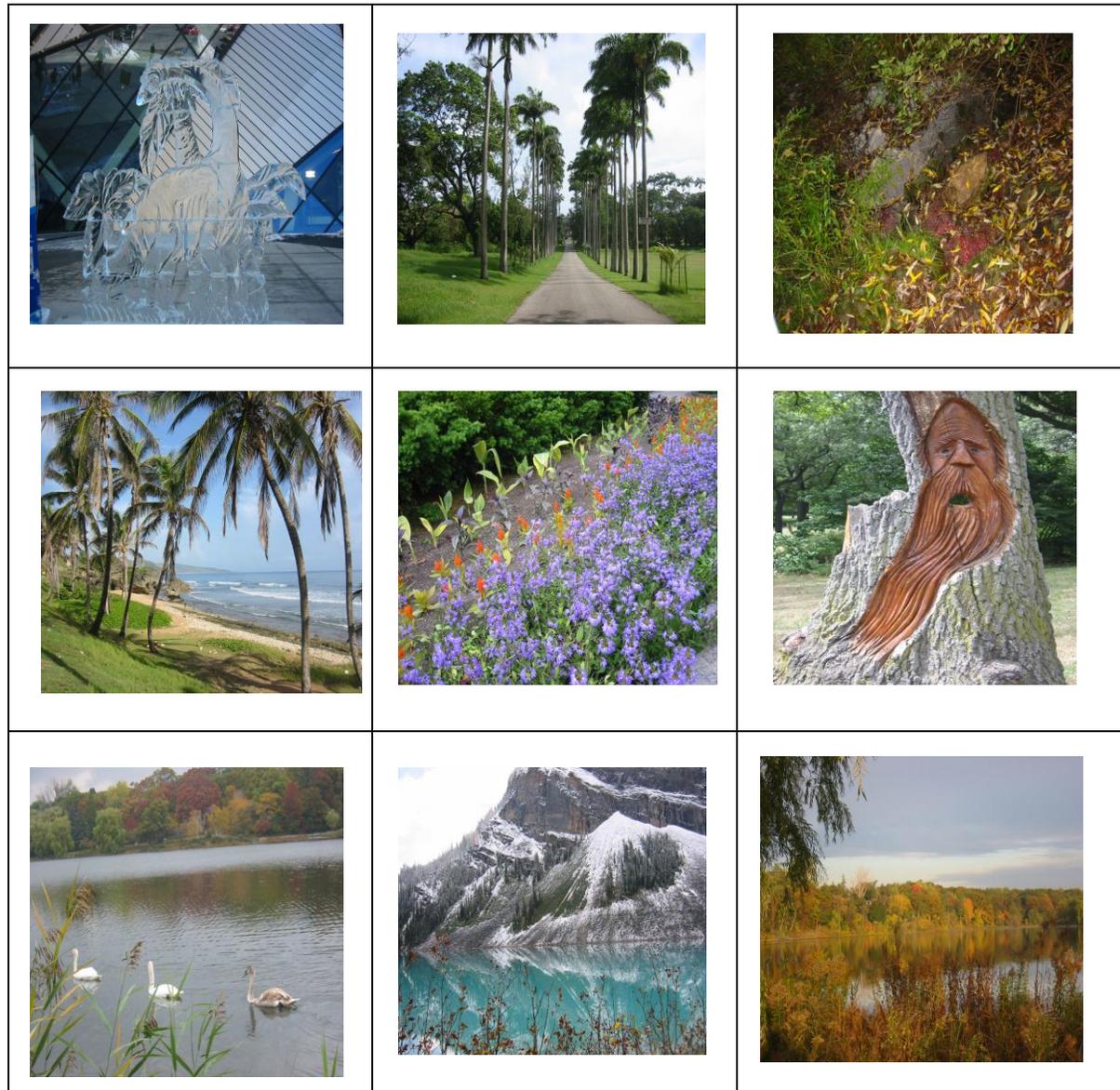


Mentoring Program Needs Assessment Worksheet



By Avil Beckford
Founder, The Invisible Mentor

<http://theinvisiblementor.com>

2. What is your philosophy in life?

3. What are your core values in life?

5.

In the next three years, where would you like to be in your personal and professional life? Please frame your responses in the form of personal and professional goals for each of the five life areas listed below. Have no more than 10 goals and assign timelines to them for what you will accomplish in the first, second and third year.

Life Areas	Goals & Proposed Date of Completion
Economic/Financial	
Social	
Health/Wellness	
Business/Career	
Personal	

6. Are you committed to achieving your personal and professional goals listed above in the next three years?

7. In the past, what has prevented you from achieving your personal and professional goals?

10. Why do you need a mentor? What can a mentor help you with?

11. What do you hope to accomplish with your personal Mentoring Program?

12. If you are seeking advice, what kind of advice are you seeking?

13. If you are looking for support, what does that support look like?

14. If you are looking for someone to open doors for you, which doors are you trying to open and why?

15. If you are looking for access, what and who are you trying to get access to?

16. What impact on your life would you like the mentoring relationship to have?

17. Think about your professional goals, what gaps exist between where you are now, to where you would like to be in the next three years?

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18. What actions do you have to take to fill those gaps? Please describe in detail and list your actions in order of priority.

19. What knowledge do you have to acquire to fill those gaps?

20. Who are the experts that you can learn from, and what are their areas of expertise?

Experts	Area of Expertise

21. Have any of these experts given important speeches and produced information products such as books, e-books, podcasts or other audio programs that you could use to expand your knowledge base in the area(s) you identified above? Please list the titles of the speeches and the names of the products.

22. Shifting gears now, think back to when you were much younger, do any adults stick out in your mind as being memorable? If yes, make a list of them below.

23. Why were these individuals so memorable?

30. Are there any similarities between the people you admired when you were younger, and those you admire now? If yes, please list the similarities?

31. If trusted friends could introduce you to ten people who would be ideal mentors for you, who would you choose, and would they be similar to the experts you identified and the people you now admire? At your first meeting with each of your ideal mentors, how do you envision that the conversation would begin?

Ideal Mentors	First Conversation
1	
2	
3	
4	
5	

Ideal Mentors	First Conversation
6	
7	
8	
9	
10	

32. What is it about them that you are attracted to?

33. What is their philosophy?

Ideal Mentors	Philosophy
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

-
35. Which books influenced their thinking, and why? Three books per ideal mentor. You may not be able to answer this question if the information is not available, but do your best.

Ideal Mentor Name	Name of Books
	1 _____
	2 _____
	3 _____
	1 _____
	2 _____
	3 _____
	1 _____
	2 _____
	3 _____
	1 _____
	2 _____
	3 _____
	1 _____
	2 _____
	3 _____

Ideal Mentor Name	Name of Books		
	1		
	2		
	3		
	1		
	2		
	3		
	1		
	2		
	3		
	1		
	2		
	3		
	1		
	2		
	3		

41. At the end of a mentoring relationship, what would success for you look like?

Your responses to the questions in the Mentoring Program Needs Assessment will aid you in identifying the appropriate mentoring models for you. At the end of the DIY Mentoring Program, ideally you should choose more than one mentoring model, and you should also start to get accustomed to having invisible mentors as well.

About Avil Beckford

Avil Beckford, Expert Interviewer, Chief Invisible Mentor and founder of Ambeck Enterprise, is a skilled writer, blogger, researcher, analyst and published author. Her book *Tales of People Who Get It* and its companion workbook *Journey to Getting It* are a culmination of her 18 years research, analysis and writing experience.

Her ability to conduct interviews, find, evaluate and synthesize data from a variety of sources, and prepare written reports has served her clients well over the years. And Avil's calmness makes her interviewees feel comfortable and immediately relax. Her clients also appreciate her content production skills because she is detailed oriented and able to connect the "unconnectable". Her work for one client has appeared on the front page of the Wall Street Journal.

She provides expert interviewing services to CEOs who are interested in writing their memoirs and would appreciate a hand to get started. For an investment of eight to 10 hours, she conducts an in-depth interview providing a very different perspective. It's always amazing how much information unfolds during the interview, and people no longer have to worry about the dreaded BLANK PAGE.

She also provides expert interviewing services to organizations that care about institutional memory and knowledge management. With so many baby boomers in the workplace, and the threat of a massive brain drain, she interviews senior leaders to extract their knowledge. It's a way of transferring knowledge from one generation to the next and preparing future leaders to fill the vacancies of retirees. It's also a way for future leaders to benefit from the experiences and deep insights of present leaders.

Because continuous learning is so important in today's environment, she will assist you in preparing a learning development plan. She will also recommend books to read, the kind of books the most successful people read.

You can get a sampling of her service offering by visiting her educational blog The Invisible Mentor <http://theinvisiblementor.com> where you will find expert interviews of highly successful people, book reviews/summaries, profiles in wisdom and many tips.

For more ideas, and if you love stories, read the responses of the 34 people profiled in *Tales of People Who Get It* <http://stores.lulu.com/avilbeckford>
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