

## Leadership Mentoring & Sponsoring Self-Assessment for Academic Health Science Faculty

Reflect on how often you engage in the following practices and how you might facilitate additional sponsorship.

\* Note that some mentoring practices can be sponsorship if they are public and funded.

As a MENTOR, to what extent do you:	Rarely	Sometimes	Often	How could you do more?
1. Provide your mentee/protégé with candid feedback.				
2. Discuss strategies for managing interpersonal politics.				
3. Encourage attendance at internal or external leadership programs. *				
4. Seek feedback as to how he/she is doing in the new leadership position.				
5. Set aside meetings on your calendar for regular mentoring.				
6. Advise her/him on executive presence and communications.				
7. Guide her/him in development of an intentional and strategic plan for advancement to leadership.				
8. *Provide opportunity to shadow you.				
As a SPONSOR, to what extent do you:	Rarely	Sometimes	Often	How could you do more?
1. Publicly acknowledge her/his talents and achievements.				
2. Publicly support when he/she makes a difficult or unpopular decision.				
3. Appoint to internal or external high-level committees/task forces.				
4. Directly nominate her/him for advancement and prestigious positions.				
5. Assign her/him to an administrative role that tests new management skills, especially those with profit and loss responsibility.				
6. Introduce her/him to individuals or groups to extend his/her professional networks.				
7. Send in your place to important meetings, speaking appearances, and events.				
8. Provide opportunities to present to executive groups (e.g., board meetings).				
9. Pave the entry to leadership by preparing other faculty for the new leader's role.				
10. Provide funding and resources for leadership program participation and/or leadership coaching.				
11. Engage a team of advisors and consultants to support the protégé.				
12. Advocate with colleagues to advance protégé.				

Adapted from Magrane D, Morahan PS, Ambrose S, Dannels S. Competencies and Practices in Academic Engineering Leadership Development: Lessons from a National Survey. Soc. Sci. 2018, 7, 171; doi:10.3390/socsci7100171