## Indicators of the Presence of a Indicators of the Absence of a The mentoring Mentoring Mindset Mentoring Mindset mindset Takes Initiative Lacks Initiative Initiates contact with of a protégé is..... Only responds when mentor mentor initiates or when in crisis Self-starter; confident Lacks drive and motivation Takes mentoring seriously Just goes through the a construct Intentional; action-oriented motions of mentoring arising Wants mentor to tell what to do from Learning Orientation Lacks a Learning Orientation Exhibits curiosity No real curiosity Asks good questions those protégé Adequately knowledgeable Wants "quick fix answers" about concepts, content of "Know it all" attitudes. Does not take advantage of one's field behaviors, and opportunities for further Admits to not knowing everything learning competencies Rejects feedback or takes it Seeks & accepts personally feedback from mentor; Cannot admit weaknesses: Accepts advice graciously stubborn that enable the Skillful & Organized Lacks Skill & Organization In setting goals; has a protégé to vision In goal setting; lacks vision embrace the In organizational matters In organizational matters In time management; In time management mentoring prioritizing In seeing big picture process In seeing the big picture Lacks Relational Skills Relational No attention to building Can build relationships and relationships Knows how to network Avoids opportunities to Picks up on social cues network Approachable; positive Does not pick up on social Keeps lines of cues communication open with Withdrawn maximize the mentor Satisfied with one way Active Listener communication from the benefits Can keep confidences mentor Trusts and can be trusted of the Talks too much, does not Honest listen well mentoring relationship Reflective Unreflective Can self-assess Lack of self-knowledge Learns from mistakes Inability to learn from Articulates reflection out mistakes loud Cannot articulate reflection Transparent; forthcoming Withholds sharing