Mentoring Questionnaire

Dear Participant,

We are undertaking a project into the effectiveness of mentoring as a means of supporting elected members. This is co-sponsored by LG Improvement and Development and the Economic and Social Research Council and led by Professor Jo Silvester and Dr Christine Seeliger at City University London.

The aim of the project is to produce a freely available tool-kit for anyone interested in participating in mentoring, or who is thinking of setting up a mentoring scheme within their council. The tool-kit will be published in conjunction with the LG Improvement and Development and should be available in October 2010. To register for a copy, just provide your details at the end of this questionnaire. The project will also inform the further development of the LG Improvement and Development accredited peer mentoring scheme.

What We Need

As part of the project we have already interviewed politicians who have acted as mentors and politicians who have been mentored by other politicians. We would now like to hear from a wider range of people, including **elected members and officers** with an interest in member development. The following short questionnaire will help us to gather some more information about what mentoring can and cannot provide, and how mentoring arrangements can best be designed.

The questionnaire should take 10-15 minutes and is completely confidential.

We do ask for some information about you to help us understand the needs of different groups, but your responses will be rendered completely anonymous and treated as STRICTLY CONFIDENTIAL by researchers at City University London. Data will only be used for the purposes of this research, and no information that could lead to the identification of any individual will be disclosed in reports or to any other party.

Everyone who completes the questionnaire will be entered into a prize draw to win a £100 gift voucher.

If you have any questions, or would like any further information about the research, please contact us at

Prof. Jo Silvester (<u>Jo.Silvester.1@city.ac.uk</u>)
Dr. Christine Seeliger (<u>Christine.Seeliger.1@city.ac.uk</u>)

A. General Information

The questionnaire has two sections. The first asks for information about you and your perceptions of learning and development for elected members. The second section focuses on your views about mentoring.

Please give consent to taking part in this research project.

I give consent to participate in this research:

jn Yes jn No

I accept that any information that I provide will be anonymised and used only for research purposes.

jn Yes jn No

Please start to fill in the questionnaire now.

B. Background

This section includes some questions about you, which will help us understand whether different groups of people have different views and needs.

Plea	ase indicate your year of bi	rth (YYYY):	
Plea	ase indicate your gender:		
j'n	female		
jn	male		
jn	not specified		
Wha	at is your ethnicity?		
j'n	White British	j n	Any other Asian background
jn	White Irish	j n	Black Caribbean
j'n	Any other White background	j m	Black African
jn	Chinese	j n	Any other Black background
jn	Indian	j n	Mixed background
jm	Bangladeshi	j m	Other
j'n	Pakistani		
If oth	er please specify		
Are	you		
j'n	an elected member		
jn	an officer		
j'n	other		
If oth	er please specify		

B. Background

	toring Questionnaire
W	hat type of council do you belong to?
j	County
j	Condon Borough
j	Metropolitan
j	n Unitary
j	District
j	I do not belong to a council
If	you do not belong to a council please describe your organisation
Н	ow many years have you been a member/officer of this council?
	6
A	the moment are you a
j	Leader or Shadow Leader
j	Executive or Shadow Executive member
j	Non-executive member
j	Officer
j	Other
lf	other please specify
lf	you are an elected member are you currently a member of
j	the ruling party
j	the opposition party
j	the ruling coalition
j	Other
If	other please specify
Y	our views about political mentoring

Before we ask you about political mentoring, we would like to know whether YOU have been involved in mentoring either in politics or other work settings.

Have you been involved in a formal mentoring arrangement (i.e. organised by your
political party, member services, an agency like LG Improvement and Development or
your employer)?

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jn Yes
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Have you been involved in informal mentoring (i.e. something you initiated)?

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jn Yes
jn No
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Have you been a mentor?

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jm Yes
jm No
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Have you been mentored by someone else?

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jn Yes
jn No
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The following questions concern learning and development for ELECTED MEMBERS.

Please indicate how much you disagree or agree with the following statements:

	strongly disagree	disagree	neither disagree nor agree	agree	strongly agree
Development opportunities for elected members are important.	j 'n	ja	j o	jα	j ta
Most elected members learn best by 'doing'.	jπ	jn	jm	j m	j m
Mentoring is a good way of helping new members to understand their roles.	j'n	j o	j α	jα	j n
Most elected members already have the skills they need when they are elected.	j m	j 'n	j n	j n	j m
Mentoring is a useful way of building skills.	jn	ja	j α	ja	ja
Elected members generally learn most from observing colleagues.	j m	j u	j n	j Ω	j n
Mentoring needs to be introduced with caution in politics.	j n	jn	j α	ja	j'n
Training provides valuable support for elected members.	j m	j tn	j n	j n	j n
Elected members learn more from each other than from officers.	j n	jn	j α	j ta	j n
Mentoring is useful for new political leaders.	j'n	j n	j n	j n	j m

D. Your views on functions of mentors and mentoring and outcomes of mentori...

Political mentoring involves one elected member (the Mentor) providing support for another elected member (the Mentee). In the following questions we would like to ask you for your views about effective political MENTORS.

Please indicate how much you disagree or agree with the following statements:

EFFECTIVE MEN	TORS				
	strongly disagree	disagree	neither disagree nor agree	agree	strongly agree
clarify mentees' understanding of what their role entails.	j o	j a	j n	j o	j ta
let mentees know how they are performing relative to others.	j n	jn	Ĵ'n	j n	j'n
discuss possible solutions to difficult issues.	j to	jo	ja	jm	j m
challenge mentees by asking incisive questions.	j m	j m	j m	j n	j n
identify opportunities for mentees to meet significant people.	jτο	j ta	j n	j ta	ĴΩ
provide ideas about how things are done elsewhere.	j'n	j n	j m	j n	j 'n
help reduce risks that might threaten mentees' reputation.	j ʻa	j a	jα	j a	j'n
share stories from their own experience.	j m	j m	jm	j n	j n
help mentees to see problems from different perspectives.	ja	jα	jn	jα	jn
can be trusted not to disclose information about mentees.	j u	j'n	Ĵη	j n	j m
ask mentees difficult questions.	j ta	jτα	ja	j o	j o
listen and act as a sounding board for mentees.	j n	j n	j m	j m	j m
shield mentees from potentially harmful situations or people.	jα	jα	jn	jα	j'n
mediate with others on behalf of mentees.	j m	Jm	j n	Jm	j m
provide examples from their own experience.	j m	j o	jα	jm	j ta
help mentees to identify their strengths and weaknesses.	j n	j n	j m	j n	j n
share their knowledge about how other authorities are run.	jα	jα	ja	jα	jα
become friends with mentees.	jn	j m	j n	j m	j m
protect mentees from others if required.	jn	ja	j n	jn	j'n
act as a broker between mentees and others if required.	j'n	j n	jn	j n	j m
help mentees understand how colleagues see things.	jη	jα	jn	jα	j n
challenge mentees by	j m	j n	<u>j</u> m	<u>j</u> n	j n

do things. provide a space to talk in confidence. Let Il mentes how other elected members perform their roles. suggest how mentees should act in certain situations. offer solutions to Jin	suggesting better ways to					
tell mentees how other elected members perform their roles. suggest how mentees should act in certain situations. offer solutions to problems. provide access to networks outside the authority. if necessary intervene on mentees' behalf. yn jn jn jn jn jn jn jn jn jn jn jn jn jn jn		ja	jα	j n	jα	j n
suggest how mentees should act in certain situations. offer solutions to problems. provide access to networks outside the authority. if necessary intervene on mentees' behalf. your views on functions of mentors and mentoring and outcomes of	tell mentees how other	jn	j n	Ĵ'n	j n	j n
offer solutions to problems. provide access to networks outside the authority. if necessary intervene on mentees' behalf. In the problems of mentors and mentoring and outcomes of the problems. In the problems of the problems of the problems of the problems of the problems. In the problems of the problems. In the problems of the problems. In the problems of t	suggest how mentees should act in certain	j a	j α	jα	j α	j a
provide access to networks outside the authority. if necessary intervene on mentees' behalf. In the provide access to networks outside the authority. If necessary intervene on mentees' behalf. In the provide access to networks outside the authority outside t	offer solutions to	j m	j n	Ĵ'n	j m	j n
if necessary intervene on mentees' behalf. Jin jin jin jin jin jin Your views on functions of mentors and mentoring and outcomes of	provide access to networks	jα	jα	j n	jα	j n
	if necessary intervene on	j m	j n	j n	j m	j m
entori		nctions of	mentors an	d mentoring	and outcor	nes of
	entori					

Please indicate how much you disagree or agree with the following statements:

SUCCESSFUL MENTORING LEADS TO...

	strongly disagree	disagree	neither disagree nor agree	agree	strongly agree
an improved ability to influence others and build alliances.	j ta	jτη	j'n	j ta	jα
clearer understanding of what is expected in political roles.	j'n	Ĵτ∩	j n	j n	j m
better self-awareness of strengths and weaknesses.	j n	j n	j α	j o	j n
improved mentee self-confidence.	j n	ĴΩ	j n	j n	j m
more awareness of how to achieve political advantage.	jα	jτη	j'n	j ta	jα
understanding of regional or national agendas.	j n	ĴΩ	j m	j n	j m
increased confidence in role-performance.	j n	j n	ja	jα	j n
improved ability to communicate clear political vision.	j m	ĴΩ	j n	j n	j n
ability to think more broadly about problems or political issues.	j'n	j'n	j α	jα	j'n
better understanding of other local authorities.	j n	j n	j n	j n	j n
mentees being more aware of how they impact on others.	jα	ja	j n	jα	j'n
clear political identity.	j m	j m	j m	j m	j m
better understanding of others' needs and motives.	j m	j m	j n	jα	j n
increased knowledge of the local political context.	j m	j m	j m	j m	Ĵ'n
clear political aims.	j n	j n	j n	j ta	j α
improved awareness of how to work with others.	j m	j n	j m	jn	ј'n

The following statements ask about YOU and your preferences.

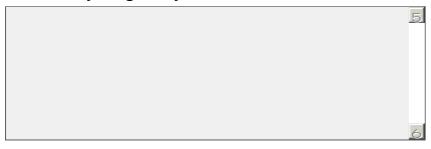
Please indicate how much you disagree or agree with the following statements:

	strongly disagree	disagree	neither disagree nor agree	agree	strongly agree
I spend a lot of time and effort networking with others.	j n	j ta	j α	j to	ţ'n
I know a lot of important people and am well connected.	j m	j n	j n	j n	j m
I am good at using my connections and networks to make things happen.	j tn	jα	jα	jα	j'n
I have developed a large network of colleagues and associates who I can call on for support when I really need to get things done.	j m	j m	j m	j n	j'n
I spend a lot of time developing connections with others.	j α	jα	jα	ja	jα
I am good at building relationships with influential people.	j m	jm	jn	jm	j n

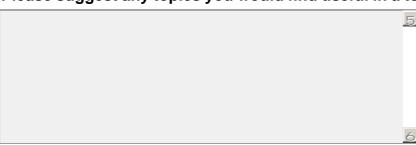
End of Questionnaire

Thank you very much for your participation. Please add any comments you may have about the questionnaire below:

Is there anything else you would like to add?



Please suggest any topics you would find useful in a tool-kit for political mentoring.



	time to complete the details to be include	ed in the £100 prize?	
in Yes			
jn No			
-		ize draw or would like t	_
		e text box below or cor	
beenger (Christine.s	Beenger. I @ City.ac.u	k) at the Centre for Perf	ormance at work.
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