

# Mentoring Questionnaire

## 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 ([Jo.Silvester.1@city.ac.uk](mailto:Jo.Silvester.1@city.ac.uk))

Dr. Christine Seeliger ([Christine.Seeliger.1@city.ac.uk](mailto:Christine.Seeliger.1@city.ac.uk))

## 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:**

Yes

No

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

Yes

No

Please start to fill in the questionnaire now.

## B. Background

# Mentoring Questionnaire

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

**Please indicate your year of birth (YYYY):**

**Please indicate your gender:**

female

male

not specified

**What is your ethnicity?**

White British

White Irish

Any other White background

Chinese

Indian

Bangladeshi

Pakistani

Any other Asian background

Black Caribbean

Black African

Any other Black background

Mixed background

Other

If other please specify

**Are you...**

an elected member

an officer

other

If other please specify

## B. Background

# Mentoring Questionnaire

## What type of council do you belong to?

- County
- London Borough
- Metropolitan
- Unitary
- District
- I do not belong to a council

If you do not belong to a council please describe your organisation

## How many years have you been a member/officer of this council?

## At the moment are you a...

- Leader or Shadow Leader
- Executive or Shadow Executive member
- Non-executive member
- Officer
- Other

If other please specify

## If you are an elected member are you currently a member of...

- the ruling party
- the opposition party
- the ruling coalition
- Other

If other please specify

## C. Your 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.

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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)?

Yes

No

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

Yes

No

Have you been a mentor?

Yes

No

Have you been mentored by someone else?

Yes

No

# Mentoring Questionnaire

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.	jñ	jñ	jñ	jñ	jñ
Most elected members learn best by 'doing'.	jñ	jñ	jñ	jñ	jñ
Mentoring is a good way of helping new members to understand their roles.	jñ	jñ	jñ	jñ	jñ
Most elected members already have the skills they need when they are elected.	jñ	jñ	jñ	jñ	jñ
Mentoring is a useful way of building skills.	jñ	jñ	jñ	jñ	jñ
Elected members generally learn most from observing colleagues.	jñ	jñ	jñ	jñ	jñ
Mentoring needs to be introduced with caution in politics.	jñ	jñ	jñ	jñ	jñ
Training provides valuable support for elected members.	jñ	jñ	jñ	jñ	jñ
Elected members learn more from each other than from officers.	jñ	jñ	jñ	jñ	jñ
Mentoring is useful for new political leaders.	jñ	jñ	jñ	jñ	jñ

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

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:

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## EFFECTIVE MENTORS...

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

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suggesting better ways to do things.

provide a space to talk in confidence.

jn

jn

jn

jn

jn

tell mentees how other elected members perform their roles.

jn

jn

jn

jn

jn

suggest how mentees should act in certain situations.

jn

jn

jn

jn

jn

offer solutions to problems.

jn

jn

jn

jn

jn

provide access to networks outside the authority.

jn

jn

jn

jn

jn

if necessary intervene on mentees' behalf.

jn

jn

jn

jn

jn

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

# Mentoring Questionnaire

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.	jn	jn	jn	jn	jn
clearer understanding of what is expected in political roles.	jn	jn	jn	jn	jn
better self-awareness of strengths and weaknesses.	jn	jn	jn	jn	jn
improved mentee self-confidence.	jn	jn	jn	jn	jn
more awareness of how to achieve political advantage.	jn	jn	jn	jn	jn
understanding of regional or national agendas.	jn	jn	jn	jn	jn
increased confidence in role-performance.	jn	jn	jn	jn	jn
improved ability to communicate clear political vision.	jn	jn	jn	jn	jn
ability to think more broadly about problems or political issues.	jn	jn	jn	jn	jn
better understanding of other local authorities.	jn	jn	jn	jn	jn
mentees being more aware of how they impact on others.	jn	jn	jn	jn	jn
clear political identity.	jn	jn	jn	jn	jn
better understanding of others' needs and motives.	jn	jn	jn	jn	jn
increased knowledge of the local political context.	jn	jn	jn	jn	jn
clear political aims.	jn	jn	jn	jn	jn
improved awareness of how to work with others.	jn	jn	jn	jn	jn



# Mentoring Questionnaire

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.	jn	jn	jn	jn	jn
I know a lot of important people and am well connected.	jn	jn	jn	jn	jn
I am good at using my connections and networks to make things happen.	jn	jn	jn	jn	jn
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.	jn	jn	jn	jn	jn
I spend a lot of time developing connections with others.	jn	jn	jn	jn	jn
I am good at building relationships with influential people.	jn	jn	jn	jn	jn

## 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.**

## Mentoring Questionnaire

Thank you for taking time to complete this questionnaire.

Would you like your details to be included in the £100 prize?

Yes

No

If you would like to be included in the prize draw or would like to register for the toolkit, please write your email address in the text box below or contact Dr Christine Seeliger (Christine.Seeliger.1@city.ac.uk) at the Centre for Performance at Work.