



## True/false quiz - Is an in-house mentoring program right for you?

This is a true/false quiz about mentoring to focus your thoughts on whether establishing an in-house mentoring program might be right for your organization.

Answer true or false for each statement and review the answers on the next page.

1. Mentoring is ideal for helping staff with issues of work/life balance.
2. Our managers are expected to coach their staff on a variety of things, so mentoring is not needed.
3. Acting as a mentor can improve the person's job performance.
4. Having a mentoring program can create a climate of favouritism.
5. Our organization has an Employee Assistance Program (EAP), so we don't need a mentoring program.
6. The skills necessary to be an effective mentor cannot be taught so if our organization doesn't have people with solid mentoring skills the program will flop.
7. Workers who have been mentored are more inclined to act as mentors.
8. Once a mentoring program is solidly established, monitoring is not important.
9. Mentoring goes hand-in-hand with training and development initiatives as well as performance evaluation.
10. Our organization cannot afford to institute an in-house mentoring program.

## Answers

1. **True:** Mentors can offer new perspectives and strategies on how to balance the expectations of work and personal life from their own experience.
2. **False:** First, mentoring is different from coaching. Also note that because honesty and openness are needed for mentoring relationships to be successful, it's not advisable to have mentoring relationships where the mentee reports to the mentor, so the premise of the statement is flawed.
3. **True:** Mentors report having gained new perspectives on the concerns and needs of different workers and enhanced leadership skills, which can improve their own job performance and opportunities.
4. **True:** The operative phrase is "can create." If the program is established and administered in a fair and even-handed manner, the problem of favouritism can be avoided. As with any human resource-based program, to ensure fairness it's important to create clear guidelines regarding participation and those guidelines must be strictly adhered to.
5. **False:** Most EAP programs are meant to be short-term counselling for specific personal issues an employee may need help dealing with, such as addiction issues, stress from having to cope with difficult home/family situations, and so on. Mentoring involves a long-term relationship that is about both personal and professional development.
6. **False:** Though staff with good "people skills" may seem like natural mentors, many of the most important skills a good mentor demonstrates can be learned, for example, how to provide effective feedback, active listening, and ethical behaviour.
7. **True:** Persons who have benefitted from being mentored have seen the value of it first-hand, and they are often inclined to see acting as a mentor as a chance to give back. So, by establishing a mentoring program you can help create an on-going legacy of staff being interested in giving back.
8. **False:** Having a monitoring program in place and making program improvements is critical to the effectiveness of the program.
9. **True:** The most successful in-house mentoring programs are those that are designed to be components in a comprehensive human resource development program that includes elements such as training, performance evaluations, and succession planning.
10. **False:** Without analysis of the type of program your organization might implement, it's impossible to determine the cost of establishing a program. Also, remember that there are opportunity costs associated with not putting a mentoring program in place. In other words, before you assume you can't afford a program, take time to assess the true cost, and don't forget to factor in what you might be losing by not having a program.