

# Our Organizational Experience

## PROCESS

1. Jot down some immediate key words that represent your thoughts or feelings for questions 1-4.

2. Rate on a scale of 1 to 7 your level of agreement with each item in Part 2. Place your rating on the line according to the following scale:

1. Disagree
2. Mostly disagree
3. Somewhat disagree
4. Neither disagree or agree
5. Somewhat agree
6. Mostly agree
7. Agree

## Part 1

1. Have you ever had a mentoring relationship?  
As a less experienced junior colleague or protege?  
As a more experienced senior mentor?
2. What's one adjective you'd use to describe that relationship?
3. What did it result in for you? Pluses? Minuses?
4. What's your feeling toward mentoring? (one word responses)

## Part 2

- \_\_\_ 5. I don't know enough about the informal organization.
- \_\_\_ 6. I know how to promote here.
- \_\_\_ 7. I feel disconnected from the organization.
- \_\_\_ 8. I've thought of how much I'll sacrifice or conform to work.
- \_\_\_ 9. I've thought about whether I'll advance or not.
- \_\_\_ 10. I've got the benefit of experience to offer junior colleagues.
- \_\_\_ 11. Having mastered the technical, I'm seeking other challenges.
- \_\_\_ 12. I'd like to see my views and values carried into the future.
- \_\_\_ 13. There is too much turnover especially among junior colleagues.