

## Supplemental Digital Appendix 1

### Pre/Post Assessment of 79 Mentors' and 79 Mentees' Knowledge and Skills, Colorado Mentoring Training Program, 2014–2015 to 2016–2017\*

#### Pre/Post Mentee Only Questions

---

**Confidence Items:** As of today, how confident do you feel in each of the following areas? (In responding to this question, please reflect on all of the mentor-mentee relationships you have.) On a scale 1–5, where 1 = not at all confident and 5 = extremely confident.

1. Discerning and applying insights about interpersonal communication styles
2. Asking for feedback and/or advice about career objectives
3. Creating career development plans
4. Articulating goals and progress toward their achievement with mentor
5. Networking to engage social and professional support to realize my goals
6. Knowing what characteristics to look for in current/ future mentors
7. Connecting with potential/ future mentors (e.g., knowing how to approach them)
8. Managing work environment (e.g., tasks and timelines, prioritizing work most fruitful to advancing research and career objectives, etc.)

#### **Mentoring Items**

What type(s) of mentors do you feel you currently have as sources of ongoing support? (please check all that apply)

- Lead Mentor (i.e., overall responsibility for guiding and supporting the development of research, career and well-being)
- Career Mentor (i.e., guidance regarding career development, professional networking and promotion opportunities)
- Research Mentor (i.e., guidance about study design, analysis, IRB issues, etc.)
- Peer Mentor (the type of support, though similar to that already listed, is provided by someone of similar rank and/or level of experience)

---

\*3 mentors participated more than once during this time period; there were 76 unique mentors.

### **Pre/Post Mentor Only Questions**

---

**Confidence Items:** As of today, how confident do you feel as a mentor in each of the following areas? (In responding to this question, please reflect on all the mentor-mentee relationships you have.) On a scale 1–5, where 1= not at all confident and 5 = extremely confident.

1. Discerning and applying insights about interpersonal communication styles
2. Providing constructive feedback to mentees
3. Sharing insights regarding paths to success
4. Encouraging work choices that promote growth and persistence
5. Providing guidance according to mentees' interests/needs
6. Providing professional and social support to mentee(s)
7. Networking to engage social and professional support to realize my goals
8. Ability to recommend potential mentors
9. Managing work environment (e.g., tasks and timelines, prioritizing work most fruitful to advancing research and career objectives, etc.)

### **Mentoring Items:**

Please indicate the type of mentor you are to any/all mentees to whom you provide regular support. (please check all that apply)

- Lead Mentor (i.e., overall responsibility for guiding and supporting the development of research, career and well-being)
  - Career Mentor (i.e., guidance regarding career development, professional networking and promotion opportunities)
  - Research Mentor (i.e., guidance about study design, analysis, IRB issues, etc.)
  - Peer Mentor (the type of support, though similar to that already listed, is provided to someone of similar rank and/or level of experience)
-

### **Pre/Post Mentee and Mentor Questions**

---

**Experience Items:** What is your current level of experience with each of the following? On a scale 1–5, where 1= no experience and 5= a great deal of experience.

1. Engaging mentor(s) effectively to garner mentorship support needs (i.e., “managing up”)
2. Providing coaching support using generative questions
3. Developing a personal career development plan and revisiting it regularly to stay on track/focused
4. Crafting a CV to reflect an intentional career path
5. Developing a personal narrative that describes my passion for my career path and revisiting it regularly to support persistence
6. Writing a letter of support for a mentee
7. Identifying strengths and gaps in mentorship support
8. Seeking out new mentors to enhance mentoring support network
9. Intentionally working to achieve a satisfactory/satisfying work-life balance
10. Sharing insights regarding how to achieve a satisfying/satisfactory work-life balance
11. Effectively handling financial aspects of research, including negotiating percent effort on grants, managing project budgets and my own salary support/funding portfolio

**Mentoring Items:**

1. How many individual mentors comprise your mentorship support network?
  2. What is your biggest mentoring challenge right now?
- 

### **Post Only Mentee and Mentor Questions**

---

1. In what ways have you altered your approach with one or more of your current mentors/mentees as a result of participating in this program?
  2. What did you find most valuable about the CO-Mentor Program in regard to your relationship with the person you participated with?
  3. What did you find most valuable about participation in the CO-Mentor program (beyond your relationship with your partner)?
  4. After participating in this program, how likely are you to (continue to) serve as a mentor in the future? (scale: very unlikely, unlikely, undecided, likely, very likely)
-