Developmental Readiness Evaluation

Developmental Readiness is characterized by:

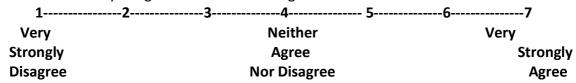
- a) Willingness to learn, e.g. high motivation to learn from others, natural curiosity, demonstrates ability to think critically (e.g. asking good questions)
- b) Self-directed learning, not reliant on others to learn, e.g. reading and reflecting, taking classes on own initiative
- c) Is in the right space to learn (e.g. not unduly burdened occupationally or personally, not having psychological issues, etc)
- d) Is supported by parent organization to learn (e.g. supportive bosses, work cycle in organization is not at peak)

There are 2 parts to evaluating Developmental Readiness. The first part filters out those who are not motivated or mentally equipped to learn. The second part identified candidate concerns which may hinder their learning. Only those who pass through the first part should be allowed to proceed to the second part.

Part 1 – Self Report

Please get the participant to answer the following questions.

To what extent do you agree with the following statements:



- 1. Developing myself is important to me
- 2. I receive satisfaction when I learn new skills
- 3. I am always motivated to get better as a person
- 4. I am willing to put effort into my own personal development
- 5. I like to spend time reflecting on my development
- 6. Being a good leader is important to me
- 7. I enjoy getting feedback about my leadership
- 8. I like to take on challenges, even if I might fail
- 9. When I make mistakes, I try again
- 10. I actively pursue opportunities to grow as a person
- 11. I am more concerned about learning than what others may think if I fail
- 12. I am at my best when taking on challenging tasks
- 13. I am always striving to do better than the last time
- 14. I am willing to stretch myself even if I fail at times
- 15. I can easily learn new skills

- 16. Developing new abilities is easy for me
- 17. I can find many ways to develop myself
- 18. I am able to learn from each new experience
- 19. I am the type of person who always gets better over time
- 20. I am good at developing myself as a person

Scoring

1. Convert the scores using the following conversion table:

From	1	2	3	4	5	6	7
Change to	-3	-2	-1	0	1	2	3

- 2. Add up all the scores. The scores can range from -60 to +60
- 3. The closer the score is to 60, the more developmentally ready the person is
- 4. Shortlist the candidates according to their scores and have them proceed to Part 2
- 5. Those who score zero or under should NOT be enrolled on mentoring

Part 2 – Interview

During the interview, check on candidate to see if he/she is in the right space to learn and is supported by the parent organization to learn. The following questions can be asked:

- 1) What concerns do you have at work or at home that may distract you during this mentoring period?
- 2) During this mentoring period, what are your most busy periods going to be? How does it look like?
- 3) How supportive is your immediate supervisor towards you being enrolled on this mentoring program?

When the interview is over, rate the candidate on the following scales:

1. How suitable is it for the candidate to undergo mentoring at this point in time?

1-------5------6-------7
Very Neutral Very
Inappropriate Appropriate

2. What is the candidate's support for learning provided by the parent organization?

 1-------7
 Very
 Neutral
 Very

 Poor Support
 Agree
 Strong Support

Rank your candidates according to the number of points scored (between 2 to 14). Your best candidates are those who score closest to 14.