Nature Mentor Rating Scale

Guided Independence and Scientific Creativity

**Activity/Strategy**
- Appreciating individual differences

**Question/Task**
- Give an example of an incident that illustrates your acknowledgement of individual difference

**Activity/Strategy**
- Availability

**Question/Task**
- Give an example of the strategy you use to be available to your students/staff

**Activity/Strategy**
- Self-direction

**Question/Task**
- What was your rating on the scale above?

**Activity/Strategy**
- Questioning

**Question/Task**
- Describe how you last used active questioning to lead a mentee towards a solution

**Activity/Strategy**
- Celebration

**Question/Task**
- When did you last celebrate a student/staff member's achievement? How did you celebrate?
Nature Mentor Rating Scale

Activity/Strategy
- Building a scientific community

Question/Task
- Describe a deliberate strategy you use to build a scientific community in your group

Activity/Strategy
- Building a social community

Question/Task
- Describe a deliberate strategy you use to build your group as a social community

Activity/Strategy
- Skill development

Question/Task
- Describe steps you take to develop the critical, writing and presentation skills of your students/staff

Activity/Strategy
- Networking

Question/Task
- Describe one example of how you have introduced each of your students/staff into the scientific network of your research area

Activity/Strategy
- Mentor for life

Question/Task
- How many of your past students/staff are you in contact with?