



Mentee Coach Motivation Form

The Decision to be a Mentee

What motivates you to become a mentee (please check all that apply)?

Coaching skill development

- Development of professional skills (eg. Leadership, negotiation, sport technical skills)
- Learning strategies for coaching advancement
- Exposure to and visibility by organizational leaders and mentor coaches
- Opportunity to network with other coaches
- Other: _____

Personal growth

- Interest in enhancing social relations with others in coaching
- Opportunity to shadow an expert coach
- Exposure to new challenges and opportunities
- Development of transferable skills (eg. Time and stress management)
- Other: _____

Please elaborate on your reasons for wanting to become a mentee:

What would you like to achieve as a mentee?:

What expectations do you have coming into the mentorship relationship?:

What will make you feel this experience was worthwhile for you as a mentee?:

Mentee Coach Motivation Scale

Why are you interested in being a mentee coach?

Circle the most accurate answer on the 7-point scale for each statement: 1 = not at all true, 4 = somewhat true, 7 = very true

Because people around me praise me for being a mentee	1	2	3	4	5	6	7
Because it gives me pleasure to learn more about being a coach	1	2	3	4	5	6	7
Because I would feel badly about myself if I didn't participate in mentorship	1	2	3	4	5	6	7
Because being a mentee reflects the essence of who I am	1	2	3	4	5	6	7
Because through the experience of mentorship, I am living in line with my deepest principles	1	2	3	4	5	6	7
Because I think others would disapprove of me if I didn't	1	2	3	4	5	6	7
Because it is very interesting to learn how I can improve	1	2	3	4	5	6	7
I don't know anymore; I have the impression that I am incapable of succeeding as a mentee	1	2	3	4	5	6	7
Because I have chosen to be a mentee as a way to develop myself	1	2	3	4	5	6	7
It is not clear to me anymore; I don't really think my place is in mentorship	1	2	3	4	5	6	7
Because it is one of the best ways to develop other aspects of myself	1	2	3	4	5	6	7
Because I feel better about myself when I engage in mentorship	1	2	3	4	5	6	7
Because I find it enjoyable to discover new coaching strategies for athletes	1	2	3	4	5	6	7
Because I would not feel worthy if I did not	1	2	3	4	5	6	7
Because being a mentee is an integral part of my life	1	2	3	4	5	6	7
Because people I care about would be upset with me if I didn't	1	2	3	4	5	6	7
Because I find it is a good way to develop aspects of myself that I value	1	2	3	4	5	6	7
I used to have good reasons for engaging in mentorship, but now I am asking myself if I should continue	1	2	3	4	5	6	7

Scoring Key:

Sum the score out of 7 from each question to get a sum for each category of motivation and then multiply by the provided number:

Intrinsic Motivation:	$(\#2 + \#7 + \#13) \times (3) =$	_____
Integrated Regulation:	$(\#4 + \#5 + \#15) \times (2) =$	_____
Identified Regulation:	$(\#11 + \#9 + \#17) \times (1) =$	_____
Introjected Regulation:	$(\#3 + \#12 + \#14) \times (-1) =$	_____
External Regulation:	$(\#16 + \#1 + \#6) \times (-2) =$	_____
Amotivation Regulation:	$(\#18 + \#10 + \#8) \times (-3) =$	_____

Sum the scores you have calculated for each motivation category to get a Relative Autonomy Index (RAI) Score. The highest possible RAI Score is 108. Your RAI score indicates the degree of personal control and intrinsic motivation you have associated with your participation in the mentorship. The higher the score the better!

- I am interested in developing and growing my capacity as a coach
- I am open to learning from a mentor coach
- I am willing to commit time and energy to fostering a productive relationship with my mentor

Appendix 9.2

- I am willing and able to communicate regularly with my mentor
- I am open and committed to critically assessing and developing my skills as a coach