Measuring Multiple Mentoring Processes: The Mentoring Process Scale

- The Mentoring Processes Scale (MPS) captures five distinct processes identified as common in mentoring relationships from both the mentor and mentee perspectives.
- The mentor measure examines five dimensions separately, while the mentee measure assesses the relationship as a single dimension.

KEY PROCESSES IN MENTORING

Role Modeling (RMI)

Activities that provide opportunity for mentee to experience mentor as figure of identification or admiration

Advocacy (ADV)

Activities by which mentor supports mentee system navigation or connection to resources

Relationship and Emotional Support (RES)

Sense of relationship quality, emotional connection, and companionship

Teaching and Information Provision (TIP)

Instances of information provision and education to support mentee skill-based competencies and knowledge

Shared Time and Activity (SA)

Time spent engaging in shared activities or hanging out together



WHAT WE FOUND

In a sample of 740 mentors and 320 mentees from multiple community-based mentoring organizations...

- The MPS captures both a general tendency to engage in activities and pursue goals together that define and distinguish mentoring as a youth intervention and specifics aspects of the relationship
- While the mentor scale captures five distinct processes, overall scores across all items should be used to measure the mentee perspective

RECOMMENDATIONS

- This scale is meant to help researchers and practitioners better understand how these relationships lead to positive outcomes and inform ways to improve mentoring impact.
- This measure can also be useful for tracking training effects to highlight if and how mentors might be applying learned skills in their daily work with mentees.

For more information about this research and measure scoring, see:

Tolan, P. H., McDaniel, H. L., Richardson, M., Arkin, N., Augenstern, J., & DuBois, D. L. (2020). Improving understanding of how mentoring works: Measuring multiple intervention processes. *Journal of Community Psychology*. http://dx.doi.org/10.1002/jcop.22408 or contact Patrick Tolan, Ph.D. at pht6t@virginia.edu

Mentoring Process Scale (MPS)

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Recommended Scoring: All scales should be generated by calculating the average of non-missing items. Scores should be calculated if at least 75% of items are completed. Item inclusion was determined by significant item loading on general and/or specific factors. Overall Mentor = OMR; Overall Mentee = OME; (R) = item should be reverse coded