

WORKSHEET #4

MOTIVATIONS FOR BECOMING AN ON-FARM MENTOR*

On a scale of 1-5, with 1=very important and 5=not important, rate your motivations for becoming an on-farm mentor by putting an X in the appropriate box:

Motivations:					
I need labor for my farm.					
I like working with others.					
I love to teach.					
I want to help create educated consumers.					
I had a good training experience and want to provide the same opportunity for others.					
I want to share my love of the farming lifestyle with others.					
I want to help to train a new generation of farmers.					
I like the energy of having "new blood" on my farm.					
I want to spend time with others who enjoy farming.					
Other:					

My *primary* motivation for on-farm mentoring is...

*From Cultivating a New Crop of Farmers: Is On-Farm Mentoring Right for You and Your Farm? © 2004 The New England Small Farm Institute

**MENTORING KNOWLEDGE AND SKILLS:
SELF-EVALUATION EXERCISES (CONT'D)**

II. Mentoring Skills Questionnaire

1. Do I give time for trainees to air their concerns and questions about non-farming matters on a regular basis?
2. Do I have a procedure for dealing with trainee-to-trainee disagreements or conflicts? If so, do I make this procedure clear at the first sign of trouble? Before trouble arises?
3. How did I develop this procedure (e.g., in consultation with other farmers hosting trainees, from books, from talking to a counselor)?
4. Do I make it easy or difficult for trainees to voice concerns about MY behavior?
5. Do I generally discourage gossip and "ganging up" behaviors? Do I warn trainees about this at the beginning of the season? Do I watch for it as the season progresses?
6. If I have a hasty temper, do I;
 - a. Inform trainees about it ahead of time and explain that I am working on it?
 - b. Have a system for dealing with it (e.g., alone time, going fishing, exercising)?
7. Do I have a procedure for airing grievances about trainees' behavior?
8. Do I have a procedure for firing a trainee?
9. Do I take time to talk to trainees about their vocational plans?
10. Do I offer trainees guidance regarding their plans for the future? Do I recommend trainees to colleagues who could help them progress in their education or vocation?
11. Do I offer "free" consulting to trainees after they leave my farm?