



## Description of the Mentoring Assessment Tool (MAT) and scoring system

The MAT is a series of questions asked by mentors of mentees targeted at the 8 areas of the BESCLC. The mentors assess the quality of the answers given by the mentee and gives a score for each answer on the following 10-point scale. Scores are totaled up in each area and overall.

| Sample score | Achievement levels and comments to explain them   |
|--------------|---|
| 0            | <p><b>Not there yet</b></p> <ul style="list-style-type: none"> <li>•Has only unclear and unspecific knowledge of the topic</li> <li>•Does not give any examples appropriate to the workplace</li> <li>•Has little clear understanding of the topic and/or is mixed up and confused about it</li> </ul>  |
| 1<br>2<br>3  | <p><b>Adequate</b></p> <ul style="list-style-type: none"> <li>•Demonstrates a basic knowledge of the topic</li> <li>•Gives at least one example appropriate to the workplace</li> <li>•Communicates ideas and opinions in basic form using some relevant terminology</li> </ul>   |
| 4<br>5<br>6  | <p><b>Good</b></p> <ul style="list-style-type: none"> <li>•Demonstrates sound knowledge and understanding of the topic</li> <li>•Gives a range of examples appropriate to the workplace</li> <li>•Communicates ideas issues and opinions in a clear logical way using appropriate terminology</li> </ul>  |
| 7<br>8<br>9  | <p><b>Excellent</b></p> <ul style="list-style-type: none"> <li>•Demonstrates a thorough knowledge and understanding of the topic</li> <li>•Gives a range of examples appropriate to the work place as well as other social care contexts</li> <li>•Makes links between theory and practice</li> <li>•Effectively communicates ideas, issues and opinions in an organised logical and coherent manner using appropriate terminology</li> </ul> |

It is not essential to do this but it is useful if this process happens twice, once before the period of mentoring and again after it is over. The two scores are then compared and the 'learning gain' (or loss) recorded.

Analysis is also possible across each of the 8 areas to find which areas are generally problematic for mentees. It is also possible to have a group of workers undergo the same assessment process but then NOT to be mentored. The MAT scores of mentees and non-mentees and their respective learning gains are compared as a means of revealing what the impact of mentoring has been. If the mentees (and non-mentees) also take the ECC exam, the scores for the two groups can also be compared.

Over time this tool has become more complex, as more graphs and auto-analysis functions have been added. There is an excellent analytical tool, benefitting mentees, mentors, trainers and managers. Detailed guidance on how to use it is found on page 21 of the 'Universal Guide to MAT Tool' I/O 9

