

The Ready For Mentoring Scorecard

Is your organisation ready to launch?

Instructions: Rate your organisation against each statement on a scale of 1 to 5, where:

- 1: We haven't started yet / This is a major challenge.
- 3: We have some foundations, but they are inconsistent.
- 5: This is a core strength of our organisation.

Section 1: Strategic Intent & Purpose

- We have identified a specific business "pain point" (e.g., high turnover, lack of leadership pipeline) that mentoring will address. []
- The objectives of the programme are clearly defined and aligned with our 2026 business goals. []
- We have defined what "success" looks like and how we will measure it (KPIs). []

Section 2: Cultural Fertile Ground

- Our current culture prioritises employee development and learning over "just getting the job done." []
- There is a high level of trust and psychological safety within teams. []
- Employees are generally comfortable asking for help and sharing knowledge across departments. []

Section 3: Stakeholder Buy-In

- Senior leadership has expressed a verbal or financial commitment to supporting talent development. []
- Middle management is likely to support their team members spending time on mentoring activities. []
- We have identified "champions" across the business who would advocate for the programme. []

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Section 4: Resource & Capacity

- We have (or can allocate) a budget for training, materials, or matching software. []
- There is a designated person or team with the capacity to manage the programme's administration. []
- Our internal data (surveys/exit interviews) suggests a strong appetite from staff to be mentors or mentees. []

Calculating Your Score:

Total Score: _____ / 60

Score	Readiness Level	Recommended Next Step
48–60	Green Light	You are ready! Focus on a high-impact pilot programme.
36–47	Amber Light	Strong potential. Focus on shoring up the lower-scoring areas first.
Below 35	Build Foundations	Focus on building a "mentoring culture" through informal initiatives first.

Key Action Items:

Lowest Scoring Area: _____

First step to improve this: _____

Tips for Using This Scorecard

- **The "360" View:** Don't just fill this out yourself. Ask a peer in a different department and a member of the leadership team to fill it out too. Comparing the scores can reveal "blind spots."
- **The Pitch Tool:** If you are pitching the programme, include the completed scorecard in your proposal to show that you have done a rigorous risk/readiness assessment.