**National Mentoring Resource Center (NMRC)**

**Measurement Guidance Toolkit**

**Ready-to-Use Measures**

**DOMAIN:** Mentoring Relationship Quality

**MEASURE:** Natural Mentoring Experiences (NME)

Scoring instructions, references, and additional information on the scale are provided on page 2.

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| The following characteristics reflect common experiences in natural mentoring relationships. Rate the presence of each of these to indicate whether you believe a real "mentoring experience" is or has happened in your mentoring relationship. |
|  | Untrue or Unlikely | Not Really True or Not Likely | I'm Not Sure | Mostly True or Likely | Very True or Highly Likely |
| 1. My mentee now sees me as someone special in his/her life. | □1 | □2 | □3 | □4 | □5 |
| 2. I think my mentee feels his/her life is better for having me in it. | □1 | □2 | □3 | □4 | □5 |
| 3. My mentee feels like I will be there for him/her if I am needed. | □1 | □2 | □3 | □4 | □5 |
| 4. My mentee probably does not think I really appreciate him/her. | □1 | □2 | □3 | □4 | □5 |
| 5. My mentee probably thinks I could be “here today, gone tomorrow.” | □1 | □2 | □3 | □4 | □5 |
| 6. I feel like I am just another adult in my mentee's life. | □1 | □2 | □3 | □4 | □5 |
| 7. I feel purposeful and that I make a difference being in this relationship. | □1 | □2 | □3 | □4 | □5 |
| 8. I feel like there is something special and important about our relationship. | □1 | □2 | □3 | □4 | □5 |

**Administration Instructions**:

For use in Big Brothers Big Sisters mentoring programs, you can substitute the term “Little” for “mentee.”

**Scoring**:

Items 4, 5 and 6 are reverse scored. Recode responses by changing 5 to 1, 4 to 2, 2 to 4 and 1 to 5. Then average the eight items.

**Reference**:

Karcher, M.J., McClatchy, K., Wong, M., Zholu, Y., & Avera, J. (2013). InspireU Program Formative Evaluation: Final Report for the Office of the Mayor of San Antonio. Unpublished report, *The Group for the Study of Interpersonal Development*, University of Texas at San Antonio.

**Contact**:

Michael Karcher, Ed.D., Ph.D., Professor

Department of Educational Psychology

University of Texas at San Antonio

501 Cesar Chavez Blvd., Suite DB 4.337

San Antonio, TX 78207

(210) 458-2302; michael.karcher@utsa.edu

**Validity evidence**:

In the Karcher et al. (2013) study, among a multi-ethnicsample of 301 adults in a school-based mentoring study/project (in which half of the mentors in the program were supported by Big Brothers Big Sisters of South Texas and the other half by Communities In Schools of San Antonio), the authors found strong correlations between the NME and the Internal Relationship Quality subscale of Harris and Nakkula’s Match Characteristics Questionnaire (version 1) (*r* = .684). Mentor scores on the NME also were the best of more than a dozen predictors of whether or not the mentor planned to return to the program the following academic year.