

Will's Hope Expectations of Mentors/Staff and Mentors/Staff Self- Assessment for 2021 Programs

As of: 13 March 2022

This document is for Mentors, Staff Members and Volunteers to use in assessing themselves and anyone they might nominate for Will's Hope. This self-assessment is also for individuals that are interested in joining Will's Hope as a mentor or staff. It will facilitate the mentor application process. It is a mechanism to articulate the scope and breadth of Will's Hope expectations.

	Prospective Mentor/Staff Member Attribute	Yes or No	Numerical or Alphabetical Answers
1	Are you willing to become familiar with and read all Will's Hope program documentation such as policies, vision, mission and other material?		
2	Are you willing to put in the time to prepare and train; and be invested in Will's Hope so that you can be an asset and be effective?		
3	Are you able to maintain a positive disposition when you are in the company of young adults with disabilities & other adults for 9 to 14 days in a variety of weather conditions and various activities to include long drives from early morning to 8:00 PM each day?		
4	Are you able to consistently and continuously present a positive image and set the example so that you reflect positively on Will's Hope as seen by outside persons and organizations?		
5	Can you interact with other adults & young persons with disabilities using appropriate language, appropriate behavior and professional conduct?		
6	Do you have a service attitude?		
7	Are you able to handle long drives during the program?		
8	How many years have you worked effectively with young adults with mental illness, cognitive disabilities, autism, or related disabilities/conditions?		
9	Do you need to change your leadership style to work with Will's Hope?		
10	Can you engage in meaningful conversations without trying to continuously assert your way as being the better way?		
11	Can you provide the program leaders timely, objective and constructive comments and assist with the fix (if necessary)?		
12	Can you identify the good & positive things in the accomplishments of a participant, other adults or in an activity that may appear to be somewhat unstructured & free flow?		
13	Are you comfortable in an activity or activities that are unstructured (e.g. no formal schedule, no lesson plan, no timeline, etc.) where the activity just meanders based on the participants' reactions and interests?		
14	Are you comfortable in an activity or activities that are structured (e.g. formal schedule, classroom environment)?		
15	Can you function without having frequent meetings?		
16	Are you able to help a person with disabilities without becoming impatient or frustrated?		
17	Do you love/enjoy the outdoors and the natural world?		
18	Are you physically fit so you can hike up to? <ul style="list-style-type: none"> • 3 miles with an elevation gain of 600 feet for the Regular Programs? • 5 miles and an elevation gain of 1,000 feet for the Advanced Programs? 		
19	Are you able to subordinate your personal goals, interests and desires to the mission, goals and objectives of Will's Hope and the needs of the participants?		
20	Can you accept direction from the Will's Hope Program Leaders?		
21	Can you accept constructive criticism or suggestions on how to do something better from peers?		
22	Can you be genuinely interested in the participants and provide positive reinforcement as well as stepping back when the participant needs to find their own way?		
23	Can you provide positive reinforcement when a participant has accomplished something that to most people may be trivial but to the participant it is very significant?		
24	Can you encourage participants to make healthy food choices but allow them to make the decision and be responsible for their decision?		
25	Are you able to look for things to do and if the responsibility is not clear help the participant (e.g. activity where a participant may not have the requisite skill level) or help the program in other ways by taking the initiative?		

	Prospective Mentor/Staff Member Attribute	Yes or No	Numerical or Alphabetical Answers
26	Are you consistently a team player?		
27	Are you able to let others get the credit, even if you contributed to accomplishing a task or project?		
28	Can you demonstrate humbleness and sincerity to the participants?		
29	Are you comfortable in ensuring a participant is prepared for activities and events such as ensuring proper dress, water, food, etc. on a daily basis prior to the day's activities beginning and throughout the day?		
30	When planning daily/hourly schedules for activities the weather will be considered and it is not the intention of the program to deliberately work in an inclement environment. However, there may be tasks or situations (e.g. where a storm moves in quickly) where everyone gets wet and cold. Are you able to operate in inclement weather and continue to mentor?		
31	Can you participate in the program knowing that cell phones cannot be used during the day and can only be used for a limited time in the evening when it doesn't interfere with the Program?		
32	Can you sit through a class or briefings and pay attention without having side conversations and or using your smart phone (in any manner) and being distractive to the instructor, participants and other Will's Hope staff?		
33	Can you work effectively with young adults that may appear normal but underneath the participants are very sensitive and fragile?		
34	Are you willing to allow your mentee to use your phone in the evening to call family members?		
35	Do you use the words please & thank you frequently?		
36	How are your people skills? A = Outstanding, B = Excellent, C = Satisfactory, D = Less than Satisfactory		
37	How are your active listening skills? A = Outstanding, B = Excellent, C = Satisfactory, D = Less than Satisfactory		
38	Are you able to participate through the entire nine to fourteen-day program? We have recently expanded the Advanced Programs (10 days in 2022) so if this commitment is too long please discuss this with the Program Leaders as to what timeframe you can support.		
39	Do you avoid the use of "I want...", "You must do it this way...", "My way is the best..." and similar self-serving directives?		
40	Can you abide by the rules specified by the National Park Service, guides, US Forest Service and other organizations?		
41	Are you able to look at this experience as an honor where you may receive far more than what you contribute?		
42	During long drives to various activities are you able to engage the participants in fun and educational activities that emphasize training objectives or observations of wildlife, features or other items seen enroute?		
43	Can you police yourself if you are starting to be less than positive & enthusiastic?		
44	Can you work in a calm, respectful and courteous manner?		
45	Do you understand that the program (even though it is a lot of fun) is not a vacation?		
46	Are you able to help mentors/staff if they need help?		
47	Are you able to help other mentors if their mentee consumes a lot of time and the mentor needs a short break?		
48	Are you able to keep the "Big Picture" in focus even when you are extremely busy?		
49	Are you able to help your mentee interpret things such as a duty roster so the participant has a clear understanding of their duties?		
50	Are you able to carry on a professional or friendly conversation with a visitor or other person without revealing confidential personal or other information about yourself/others/participants?		

Narrative response for the Self-Assessment:

- A. What qualities are your strongest people-oriented skills (list no more than 2)?

- B. As a Mentor or Staff - can you be a positive influence on the participants?

- C. Describe what you may have to change about yourself to work effectively with young persons with disabilities:

- D. Describe your leadership style and how it will work with Will's Hope Participants:

- E. Describe yourself with respect to being a team player:

- F. Describe how you are a positive person: