Royal Australasian College of Surgeons

Mentor (S.W.O.T.) analysis

(Strengths, Weaknesses, Opportunities and Threats)

A SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis is a simple and effective way of examining your own mentoring capacity and helps you to identify areas for improvement. It is a method of reflection which helps to explore your mentoring practice in detail and highlights areas which are often not obvious to you. Consider each of the following prompts and complete each of the quadrants in the SWOT analysis below. Use the results of the *Measuring Mentoring Potential* assessment to identify strengths areas and opportunities for development.

Strengths are your positive attributes and resources which enhance your ability to mentor someone.	**Weaknesses** are aspects you feel you need to improve upon or skills you lack, aspects which you feel detract from your ability to be a good mentor.
Opportunities are the resources and opportunities you have around you which you might be able to access and which support you in the role.	**Threats** are the pressures and practicalities and other aspects of your role and responsibilities which might get in the way and hamper your ability to be a good mentor.

Action Plan: based on the above analysis, what do you need to do?

Development area	Developmental activities and timeline	Measures of success