|  |  |  |  |
| --- | --- | --- | --- |
| Name |  | Title |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Company & Location |  | Manager’s Name |  |

**Development Needs:**

|  |  |  |
| --- | --- | --- |
| What do you consider your greatest leadership strengths? Select three (3) of the following leadership competencies listed below that represent your leadership strengths. **(Click on the box next to your selection and type “x”)** | | |
| Strategic Thinking  Listening  Coaching  Financial Acumen  Cross-functional Knowledge | Specific Functional:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |

**About You**

|  |  |
| --- | --- |
| Interests |  |
| Hobbies |  |
| Memberships |  |

|  |  |
| --- | --- |
| What five or six adjectives best describe you? |  |

|  |  |
| --- | --- |
| What are two important values you try to live by? |  |

**About Your Career**

Describe a couple of key areas of responsibility in your current role.

Of the areas you described, which offers the greatest challenges and why?

What types of experiences do you hope to have in your career?   
*What levels of responsibility do you hope to achieve in the next three to five years?*

|  |  |
| --- | --- |
| Which functional areas would you like to learn more about?  *List three (3) and explain how the exposure will benefit your business and you.* | |
| Functional Area | Benefits |
|  |  |
|  |  |
|  |  |

**Thoughts on Mentoring**

What do you hope to get out of the mentoring program and your partnership with your mentor?   
*(Be as detailed as possible as this will help ensure a quality match between you and a mentor.)*

What are some specific issues or development areas that you would like to focus on with your mentor?

Based on your development needs, describe your perfect mentor (experience, background, skills, values, etc.).   
*Indicate your top three criteria.*

As part of the program, each mentee/mentor pair must commit to spend two to four hours per month for six months on their mentoring relationship. Because the mentee/mentor matches may be cross-system, most interaction will be via e-mail and phone although both mentees and mentors should look for opportunities for face-to-face interaction. Are you comfortable that you can meet these commitments?

|  |  |
| --- | --- |
| Yes | No |

The mentoring relationship is mentee driven, meaning it is the mentee’s responsibility to drive the relationship, set up on-going meetings with agendas, and to follow through on recommendations and actions suggested by the mentor. Are you willing to commit to this responsibility?

|  |  |
| --- | --- |
| Yes | No |

**Manager Approval Required**

Please have your leader send an email with approval for participation and recommendation to Jessica Pedigo,  
Jessica.pedigo@cox.com

Once application is completed, please send to Jessica Pedigo,

Jessica.pedigo@cox.com