

LEGACY MENTOR™ SELF-CHECK

10 Questions to Find Out Whether You Build Thinkers or Followers

This is not a personality test. It's a mirror. Most of us mentor the way we were mentored — by someone who handed over answers. Score yourself 1–5 on how you actually operate today, not how you'd like to. Each question sits under one of the six BRIDGE steps, so your score shows you where to start, not just how you did.

1 = Not at all 2 = Rarely 3 = Sometimes 4 = Usually 5 = Consistently

#	STEP	QUESTION	SCORE
1.	Build	I've told at least one person I'm developing about something I got wrong as a leader, and what it taught me.	
2.	Build	The people I'm developing bring me their mistakes early — not after I've found out some other way.	
3.	Read	I change how I mentor for the person in front of me — their culture, their generation, how long they've been here — instead of mentoring everyone the way I was mentored.	
4.	Read	For each person I'm developing, I can name the specific gap they're working on — in their words, not mine.	
5.	Invite	The people I'm developing tell me when they think I'm wrong, and it doesn't cost them anything when they do.	
6.	Invite	When a hard conversation is needed, I have it within a week instead of saving it up.	
7.	Develop	When someone brings me a problem, I ask what they've already tried before I say anything about how I'd solve it.	
8.	Develop	I can name at least one decision in the last month that I let someone else make, even though I'd have made it differently.	
9.	Grow	Before I agree to mentor someone, I check whether they're actually ready — and whether I am.	
10.	Enable	At least one person I've mentored is now mentoring someone else.	
		TOTAL SCORE	/50

WHAT YOUR SCORE MEANS

40–50: You're building a chain, not a following. The risk at this level is that you're the only one who knows how you do it. Your next move is handing it over on purpose. Read Chapter 7 again, then use B.12 (The First Mentee Conversation) from the free toolkit with the person who's ready.

Companion resource for *The Multiplying Mentor* by Björn Vikard

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25–39: You develop people, but under pressure you still hand over the answer. That's the Fix-It Trap. It feels like helping, and it quietly teaches people to come back to you. Go back to Chapter 1, and keep the Fix-It Trap Field Card on your desk for the next 30 days.

10–24: People come to you for answers because you've trained them to. That's not a character flaw. It's how most of us were brought up in manufacturing. But it's where the chain breaks. Start with Chapter 1, then run the BRIDGE 90-Day Rollout Map with one person — just one.

WHERE TO START: YOUR LOWEST STEP

Look at which step scored lowest. That's where your mentoring breaks first, whatever your total says.

STEP	WHAT IT TESTS	READ	FREE TOOLKIT
Build	Whether they feel safe enough to admit what they don't know	Chapter 5	C.2, C.3
Read	Whether you see the person accurately	Chapter 3	C.1, Appendix A
Invite	Whether they can push back on you	Chapter 6	B.3, B.5
Develop	Whether you hand over the answer	Chapters 1–2	B.4
Grow	Whether you check readiness before you commit	Chapters 2–3	B.10, C.5
Enable	Whether you let them outgrow you	Chapter 7	B.12

Retake this Self-Check at Day 90. The number that matters is the change, not the score.