

Conversation Warm-Up

It's important to put your best foot forward. Once you meet or speak with your mentee or mentor, it's helpful to be thoughtful about the questions you ask and how you guide or inform the conversation. Here are some helpful questions to consider as you begin to build that mentoring relationship.

FOR MENTOR

1. What is your current employment situation? How is that working for you?
2. Do you have a clear vision for the next steps in your career? What is your end goal? Please describe that to me.
3. What gives you purpose in life and in work? How are you most fulfilled?
4. If you were to describe yourself in three words, what might those be, and why?
5. Talk to me about work/life balance and how that fits into the equation?
6. What challenges are you facing right now – in work, and in life?
7. What would you like to gain out of this mentorship?

FOR MENTEE

1. Can you tell me about your current position and work responsibilities? Please describe a typical day in your life.
2. Can you summarize the path of your career? What were the most unexpected surprises? What worked out as planned?
3. What do you enjoy most about your job? What particular expertise are you most proud of?
4. What advice might you have given yourself years ago? What advice would you offer if you were in my position?
5. What are the most satisfying aspects of your job or career?
6. How would you describe your approach to leadership or management? How would your colleagues describe you, if I were to ask them?
7. What can I do as a mentee, to make this a great experience for you?