**Mentor Questions**

The following is a set of questions you can draw from to guide the mentee through the various stages of their journey through the mentoring partnership.

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| **Establishing Expectations** |
| * What prompted you to join the mentoring programme? * Have you ever had a mentor before? How did that partnership work and what was achieved? * Why do you need a mentor now? * What do you really want to achieve from our mentoring partnership? * What sort of help, advice or support are you looking for? * What would make this partnership an excellent experience for you? * How do you see my role in helping you achieve what you want/need? * When did you feel you were at your best at work in the last 12 months? * What was it about that experience that was most valuable to you? |

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| **Setting Direction** |

* Tell me about some of your accomplishments
* Which ones are you most proud of? Why?
* What do you hope to achieve from our mentoring partnership?
* What conditions would enable you to achieve that goal?
* Where would you like to be in 12 months’ time?
* What will success look like for you?
* What would you like people to say about you?
* What is your goal?
* Why do you want to achieve this goal? Why is it important to you?

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| **Developing the Roadmap** |

* What steps can you take to achieve your goal?
* How do you see my role in helping you to achieve your goal?
* What are your strengths? What do you see as limitations?
* What has helped you achieve your goals in the past?
* How might you use that in the future for other positive outcomes?
* What are some other occasions that you have used those strengths?
* How can you use your strengths to help you achieve your goal?
* What may have prevented you from achieving what you wanted in the past?
* How open are you to feedback along the way? How would you like to receive it?
* How will you measure your success?

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| **Mid Way Review** |

* What are you enjoying about the mentoring partnership?
* What have you learned so far?
* What do you think is working well?
* What challenges, if any, has it presented?
* How did that make you feel?
* Is there anything that we could change or improve?
* What feedback do you have for me?
* What would you like me to do more of/less of?

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| **Winding Down** |

* What have you learned from this mentoring partnership?
* What has been most successful?
* What was the most challenging for you?
* What have you learned from that challenge?
* What have been the pivotal moments throughout your journey?
* What has changed for you since we began this process?
* What changes will you make going forward?
* What is your vision for yourself in the future?
* How will you know you are being successful?
* What possibilities lie ahead for you?
* What do you value from this experience?