

## QUESTIONS FOR MENTORS TO HELP DEFINE OBJECTIVES FOR THEIR MENTEES

"What are you hoping to achieve from this mentoring program with me?"

"Do you have anything specific that you want me to help you with?"

"What are some of the practical skills you'd like me to help you work on or develop?"

"What do you think your strengths and weaknesses are?"

"If you could wave a magic wand - what would the dream job you would see yourself doing in 3 years?"

"What are the specific challenges you are dealing with right now that you'd like to try and overcome?"

"If you were totally challenged and fulfilled at work, what would that look like for you?"

"What does 'huge success' look like to you?"

"What are your fears around being successful?"

"How certain are you of what it is that you really want out of your developing career path?"

"What other learning or development activities are you doing right now?"

"If I could give you exactly the right sort of advice and information that you need, what would that be?"

"What sort of overall mentoring relationship are you looking for with myself?"