

GOOD QUESTIONS FOR MENTORS

Here are some possible questions that you can ask your mentee. They might help you get to know them better, to understand their goals, and to identify where they may be unsure, have questions, and need your support.

1 questions for warming up and getting to know your mentee

- Why did you select me as your mentor?
- What do you hope you can get out of this relationship?
- In which specific areas do you think I can potentially offer you some perspectives?
- Tell me the 3 best things about you.
- Who was the best teacher you ever had? Tell me why.
- What was your biggest success and what did you learn from it?
- What was your biggest mistake and what did you learn from it?
- Who do you admire the most and why?

2 questions about your mentee's perception of development needs

- What accomplishments are you most proud of? What helped you achieve these goals?
- What additional experience/education/skills you will need to achieve your professional goals?
- What are some of your strengths and weaknesses?
- What are some areas you would like to improve in?
- What is the ideal environment for you to flourish?
- In which areas do you feel confident that you can manage on your own, and in which areas do you think you could benefit from outside support?
- In what areas of life have you grown the most? What inspired this growth?
- What was the greatest challenge you have faced? What did you learn from it?
- What individuals have played a role in your personal growth?
- What patterns or habits have held you back from success?

3 questions about your mentee's values

- What are your core values? Where do you see these values in your life?
- When do you feel fulfilled with purpose?
- How do your emotions impact on your judgement? Give me an example.
- What are the things in your life that you are most grateful for?
- What does success look like to you?

4 questions about your mentee's goals and career objectives

- What job options do you have in mind?
- What speaks for the respective options? What are the arguments against them?
- What would be your dream job and why?
- Where do you want to be in 3-5 years?
- What obstacles do you see that might prevent you from achieving success?
- What is important to you in your future profession?
- If you have no idea of your future profession, how could you get an idea?