

## Tool 3 – Meeting with Mentoring Partner

Here are several good conversation starters and “deepeners” to help you in your meetings with your mentoring partner.

1. What would make this mentorship (WOP) an excellent experience for you? What might make it a waste of time?
2. Tell me a couple of high points and a couple of challenges in your day/week/month. (For high points) What skills, knowledge or attitudes did you use to help make this happen?
3. (For challenges) What part, if any, did you play? Is this part of a larger challenge you're dealing with?
4. Are you open to feedback from me? How would you like it? What should I avoid doing?
5. What things are you grateful for? (Wait.) What made them so good?
6. What, if anything, do you regret? (Wait.) What, if anything, could you have done differently? (Wait.) What do you wish would have happened?
7. What talents are you most proud of?
8. What makes you laugh?
9. Tell me about some personal accomplishments that you're proud of.
10. Tell me about the best working situation you've been in.
11. What part of working at \_\_\_\_\_ do you like most? Like least? What keeps you up at night?
12. How would your loved ones describe you?
13. How would your competitors describe you?
14. How do you connect with people?
15. Tell me about one of your best memories. (Wait.) Why was that so memorable for you?
16. What do you hope to accomplish in the remainder of your life?
17. Tell me about a conflict you had. What did you do that was effective? What did you try that you wouldn't do again?
18. What do you wish you had known/done 15-20 years ago?
19. May I ask your advice about \_\_\_\_\_ ?
20. How could I be a strong/better partner?
21. How do you find work/life balance?
22. What would you like people to say about you on your \_\_\_\_\_ birthday? What do you hope they'll forget?
23. Are you holding onto anything that you should let go of? Why is this so?
24. What would you like mentioned in your eulogy?
25. What do you want your life to have been about?