QUESTIONS TO SUPPORT AN EFFECTIVE MENTOR/MENTEE RELATIONSHIP

Although there are many questions, a mentor or mentee doesn't have to ask all of them at once. It's better to use them to keep the conversation going as you work together.

MENTOR

- What do you specifically want from a mentor/what are you looking for assistance with?
- What goals do you currently have?
- Are you open to developing new goals collaboratively?
- What access are you looking for?
- What do I need to know about your experience that might impact (whether detrimentally or not) our relationship or your road to success at this firm?
- Are there any current challenges or hindrances in your life that you're willing to share with me that we can navigate together in order to help you achieve your goals?
- Who are the facilitators and supporters in your life, aside from me as a mentor, who can help you (Personal Board of Directors)?
- At the end of our mentoring relationship, how will we know this was successful?

MENTEE

- What don't I know that I need to know about _____ (think of different core pieces of your career)
- What do you wish you knew at this stage about _____
- What are some of the mistakes you made that were most defining and how did they shape where you are now?
- How can I help you? (It's important to cultivate reciprocity in the relationship)
- Is there any feedback you think I need?
- How do people perceive me?
- How do I use this and other mentoring relationships to better own my career?

Questions about the structure of the mentorship that are helpful for both the mentor and the mentee to ask:

- What's your preferred communication style?
- How do you feel heard?
- Should we schedule things in advance or do you prefer more flexibility, basing it on availability week by week?
- Would you prefer to meet in person or always over Zoom (or should we play it by ear)?
- If we have a conflict or difference of opinion, what are some preferred ways you like to navigate conflict? (For example, do you prefer to have feedback immediately, or do you prefer to be asked if you're available to hear feedback in the moment, first?)