

6 QUESTIONS TO ASK A **MENTEE**





INTRODUCTION

What is mentoring?

One of the most common questions we get asked is 'what is mentoring?'. As a mentoring and career progression platform, it's our job to make all things mentoring more accessible. Simply put, mentoring is the act of one individual offering help and support to another individual, with the goal of professional and personal development. Mentoring is often conducted between two people in the same company, industry or network. However, this varies for every individual and what goals they're looking to achieve.

What is a mentor?

A mentor is an individual who acts as an advisor for a less experienced mentee, providing expert advice and helping the mentee reach professional or personal goals. The relationship is built on trust, with the mentor sharing their expertise, support and answer questions.



QUESTIONS

Where do you need help most?

Asking this very simple question can provide you, as a mentor, with the necessary understanding as to how you can be an effective mentor.

What are you looking to gain from being mentored?

For a mentoring relationship to succeed, it is vital that a mentee has a clear list of objectives, goals and aims from being mentored. If these are not discussed and agreed upon at the start of the mentoring relationship, it is likely that things within the mentoring relationship will drift and that success won't happen. Asking your mentee to think about what they are looking for from you, as the mentor, is important in shaping the mentoring relationship.

What are you finding difficult in your career?

Asking the mentee what they are struggling with and which challenges they are facing is important in helping you to offer advice and guidance as effectively as possible. Asking this simple question about where a mentee is facing difficulty can help you, as a mentor, to provide the necessary support to tackle such challenges head-on.



QUESTIONS

How has your week been so far?

The one might seem obvious or common opening question but allowing your mentee to answer this open-ended question can help to build rapport and trust early on. This will also give you, as a mentor, a good understanding of how open your mentee wishes to be with the relationship too.

What do you think is realistically achievable in the next month?

This is a reflective and follow-up question to questions about where people are discussing goals and objectives. Use this to ask your mentee what goals they can realistically set and achieve from the time you meet them to the time you're next seeing them.

What's working well in your career?

Unlike questions around challenges your mentee may be facing, it's also important to understand from your mentee where they are seeing success and to understand what is working well for them. This may well help you to improve the answers you provide to them and give further guidance to you, as a mentor, on how they can approach such challenges, achieve their goals and their objectives.

ABOUT **PUSHFAR**.

PushFar is the world's leading mentoring and career progression platform, helping thousands of individuals and organisations across the globe. Our cloud-based platform is the perfect solution for implementing a mentoring program within your company to meet organisational and employee goals. Our platform enables you to build highly effective, customisable and scalable mentoring programs for your team members. Our data-driven algorithm, easy-to-use platform, and efficient features create a truly seamless experience.

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