

# SURFACE TO SOUL

Live Well | Lead Well | Coach Well

## 25 Questions to Ask a Mentor

*By preparing thoughtfully for each mentoring session, you avoid wasting your mentor's time. As you are seeking feedback from a mentor, consider asking your mentor one or more of the questions below.*

### ASK YOUR MENTOR TO TELL A STORY ABOUT THEIR CAREER.

1. How did you land your current role?
2. Think back to five years ago. Did you envision this is where you would be?
3. Can you tell me about a time when you had a difficult boss? How did you handle it?
4. How did you learn to embrace failure?
5. What is the most important leadership lesson you've learned and how is it valuable?
6. Tell me about a recent setback and how you recovered?
7. Was there ever a job position that you applied for and got, but you weren't 100% qualified?
8. How did you build the skill of always speaking so engagingly in front of others?

### ASK YOUR MENTOR TO SERVE AS A SOUNDING BOARD FOR A CHALLENGING SITUATION YOU FACE.

1. I'm considering a career transition. What do you see as the pros and cons?
2. Who are the people I need to align with in this organization to achieve success?
3. What advice can you offer on how to progress in my career?
4. How do you successfully stay connected to key influencers who do not work in the same location?
5. When trying to gain buy-in to implement a new program, what tactics have worked for you?

### ASK A QUESTION THAT INVITES YOUR MENTOR TO CONTRIBUTE TO YOUR SELF-AWARENESS.

1. Where do you see my strengths and what should I focus on to improve?
2. What do you see as some of my blind spots?
3. How do you think others perceive me?
4. How I am viewed by leadership?
5. Do I come across as poised and calm?
6. How am I viewed (i.e., what is my personal brand) in our organization?
7. Did everyone understand what I presented at the last meeting?
8. How could I have communicated my idea more clearly?

### IDENTIFY A SKILL YOU CURRENTLY WANT TO DEVELOP, AND ASK YOUR MENTOR FOR ADVICE OR RESOURCES.

1. How do you approach risk-taking?
2. What new skills do I need to move ahead?
3. How can I become a more assertive negotiator?
4. How can I become better at managing people who do not report to me?



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