

## MENTORSHIP PROGRAM | MONTH TWO

## Career Paths

*This document contains discussion topics for one-on-one meetings with your mentor/mentee. These suggested topics can act as guidelines, but are not mandatory. We want you to build rapport and establish a rewarding connection.*

**Paint a full picture of your professional role.**

For mentee’s this helps your mentor to identify areas that they could help you with. For mentors this help your mentee see which areas of your experience could help them in their path.

* What do you do every day in your role?
* How did you grow into that role?
* What types of knowledge and skills are necessary to do your job well?
* What are the parts of the job that you like best/least?
* What types of personal and professional development do you participate in?
* What would you like to learn more about?
* What resources or support do you need to help you do your job better?
* What are some recent projects or initiatives you have been involved in?
* How does the mentors role interact with the mentee’s role?

**Career Path Reflections**

* + What two or three work experiences were most influential in your career development? Please comment on what you learned from these experiences and what, if anything, you do differently as a result of these experiences.
  + Considering your career path, what were the two or three most difficult decisions that you had to make? For each decision, please comment on the following: What were your options? Why did you make the decision that you did? What were the results of the decision?
  + Was there any moment in your career that you consider to be your one “big break?” If so, please explain.
  + What roles have other mentors, coaches, and advisors played in your career success?

**Challenges**

* What is the greatest challenge that you have faced during your career? How have you responded to the challenge? What have you learned from the experience?
* What do you know now that you wish you knew when the challenge presented itself?
* What mistakes have you made in your career and what did you learn from them?
* Mentees, share challenges you are facing with your mentor so they can comment on how they might address these challenges.

**Client Stories**

* What is the most rewarding client experience you have had? Why was it rewarding?
* What was the most challenging client experience? How did you handle it? What did you learn?
* What mistakes have you made with clients?
* What do you know now that you wish you had known when you first began working with clients?
* What are the 3 most important drivers of building strong client relationships?

**Other Potential Topics**

* Cross-functional collaboration
* Strengthening capabilities/ Overcoming weaknesses
* Building confidence
* Addressing blind spots
* Gaining new knowledge
* Building networks/ How to network
* Understanding the business
* Working with diverse personalities and approaches
* Developing leadership skills
* Strategic thinking
* Work life balance and integration
* Managing your manager (managing up)
* Positions consistent with career goals
* Managing conflict
* Positively influencing others
* Effective delegation