

'THE INITIAL MEETING'

How do you start a mentoring relationship?

Here are some ideas for that very important first meeting!



Remember to introduce yourselves! Discuss:

- Work experiences.
- Current job responsibilities.
- Feelings about current job and job satisfaction.
- Aspects of the job/career the mentee find satisfying and areas that cause stress.

EXAMPLE OF MENTOR'S QUESTIONS FOR INITIAL MEETING:

Values - What is important to you in your work, what aspect of your work do you value the most?

Background - Where are you coming from? What is your journey?

Experience - Which aspect of your work have you practised the most?

Expertise - What are you an expert in? What areas are you the most confident with?

Interest - What areas are you the most interested in?

Learning - What areas would you like to develop the most?

Skills - What are your most used skills and tools?

Development - What is missing from your skillset or toolbox?

Expectations - What are you hoping to get out from the relationship? What do you expect for the mentor?

Growth - In 6 months from now, what kind of growth and development would you like to see?

Learning from experience - Looking back at some of your experiences, what lessons have you learned?

Influences - What positive and negative influences have you experienced in your career so far?

Input - What can I, as a mentor, expect from you in this mentoring relationship?

Please Note:

A pre-meeting reflection should be always encouraged, to determine concrete goals for the mentoring partnership. Goals could be personal and/or professional goals.