

# Questions for Building Connections

Here are some potential questions you can use to get better acquainted with your mentor during the kickoff meeting and throughout the course of your mentoring relationship.

## **Educational Background**

- Where did you go to school and what was your field of study?
- What teacher most influenced you? Why?
- What type of formal training have you had?
- What other experience or training have you had?

## **Work Experience**

- What was your first job experience?
- How did you get interested in the work that you are doing?
- What was a turning point in your career?
- What career decision are you most proud of?
- What do you like best about your current position? What do you dislike?
- What are you trying to accomplish this quarter?
- What do you wish you knew at my stage?
- What are the main problems or frustrations you encounter in your work?

## **Personal Questions**

- What is your favorite pastime?
- What makes you most happy in life and why?
- What are you passionate about outside of work?
- Who is your hero?
- What is your favorite app?
- What movie or book has most moved you and why?
- Think of one of your friends and tell me how they would describe you (something positive and something negative).

## **Expectations**

- Have you been a mentee/mentor before? What did you learn from that experience?
- What do you hope to gain from our mentoring relationship?
- What expectations do you have of me?

# Question Ideas by Topic

## **Time Management**

What factors have created time-related stress in your professional life?  
Do you have certain times of the day you dedicate to work?  
What are your top three time management tips?  
How do you typically handle interruptions?  
Do you have a set routine?

## **Achieving Goals**

What's the best way to keep an eye on future results?  
What are you trying to accomplish this quarter?  
How can I work smarter?

## **Recommendations**

Is there a magazine, newspaper or book you would recommend to me?  
What professional organizations are you associated with and in what ways?  
Who else would you recommend I connect with?

## **Navigating the Organization**

What is the best way to dress for success?  
Given my goals, who are the key people in my segment?

## **Leadership**

What are you doing to ensure you continue to grow and develop as a leader?  
What advice would you give to someone going into a leadership position for the first time?  
What is one mistake you witness leaders making more frequently than others?  
What is one characteristic every leader should possess?  
How would you describe your leadership style?

## **Personal**

What were your biggest failures?  
What has been your most rewarding accomplishment?  
How do you balance career and home?  
How and where do you find inspiration?  
What are you most proud of?  
Who has influenced you the most?

## **Job Specific**

Can you describe a typical workday?  
What skills are required in your position on a day to day basis?  
What parts of your job do you find most challenging?  
What parts of your job do you find most enjoyable?  
How would you handle this scenario? (Use a professional challenge you are facing)

## **Career**

Is this where you thought you would end up?  
What is the best piece of professional advice you've ever received – and used or implemented?

If you found yourself in a position that you knew was not maximizing your full potential, what would you do?  
How do you stay motivated while working on projects or tasks that are not intrinsically interesting but will add value to your overall knowledge base?  
What do you wish you knew at my stage?

**Mentoring**

How can I help you?  
What do you expect in return for your time and expertise?  
Do you have a mentor? How have they influenced you?