



# Mentoring Program

## Starting the Conversation

A successful mentoring relationship begins with understanding your mentee's needs and determining how you can best support their growth. Use these questions to gain deeper insight into their goals and challenges.

Questions to ask your mentee:

- What are your goals for this relationship? What do you hope to get out of this semester? *(If they are unsure, use the SMART Goal worksheet under Documents & Resources section.)*
  - What are their specific needs?
  - How can you help them the most?
- What do you want to grow (proficiencies) and what do you need to learn (development opportunity)? *(Use the Career Competency worksheet for reference.)*
  - Think about what skills are needed to be successful in the career they are seeking.
- What are your professional interests and objectives on getting there?
- What is your learning style, how do you like to communicate?
  - Remember to let your mentee know what your learning and communication style is as well.
- What are your specific needs?

Miller, G. (2016). *Mentoring Guide for Career Services Professionals*. NACE. <https://www.nacweb.org/career-development/organizational-structure/mentoring-guide-for-career-services-professionals/>