

For Mentors: Good Questions to Ask Your Mentee

Mentoring asks that mentors be skilled in the art of asking thought-provoking questions, active listening, providing objective feedback, and helping mentees learn how to be reflective. One of the best ways to do this is to develop a toolkit of key questions that you can ask as mentees embark on and complete growth experiences. These experiences might include: study abroad, internships, volunteering, leadership opportunities, and/or exploring personal values and strengths. Additionally, asking and considering good questions allows both a mentor and mentee to have deeper, more intentional conversations.

Here is a brief list of questions you might consider asking and/or adding to your mentor toolkit:

- What is your goal? What do you hope to achieve from this experience?
- How will you be different at the end of this experience?
- What steps can you take to achieve that goal?
- What skills or knowledge do you hope to gain from this experience?
- What do you think will be the most challenging for you?
- What do you think will be the most rewarding for you?
- What are you the most worried about/afraid of?
- How well did you accomplish your goal?
- What did you learn?
- How can you use that new knowledge, skill, ability in the future?
- What was the most challenging for you?
- What was the most rewarding for you?
- What did you learn from facing that challenge?
- What did you learn from that success?
- How are you different now than you were at the beginning?
- Who were the most important people that you met, and why?
- How can you describe this experience and what you have learned to an employer or graduate school?