

# Initial Conversation Guide

## ICEBREAKERS:

- Where did you grow up?
- What college did you go to? Why did you choose to go there?
- What are some short-term and long-term goals?
- What skills do you have? What skills do you want to develop?
- (For mentee): What classes are you taking? What year are you? Certifications?
- What was your first job? Current job? What do/did you like and dislike about it?
- What's an activity you like to do a lot?

## EXPECTATIONS FOR MENTORSHIP RELATIONSHIP:

- What does mentoring look like for you?
- What do you expect to get out of this relationship?
- Have you had a mentor/mentee before? What did you enjoy? Maybe not enjoy so much?
- How often would you like to meet? Weekly? Monthly? Bi-weekly? Other?
- How long will each interaction last?
- What form of communication works best?
- Does mentor have an assistant for scheduling?
- How will we communicate if we need to cancel a meeting?
- How should we both come to meetings? Prepared with questions? Shared notes?

## SETTING GOALS:

- Where do you see yourself in the future? What steps do you need to take to get there?
- What broad learning goals do you have, and why are those goals important to you?
- Establish SMART goals for the relationship.
- What are some potential conflicts and how can we overcome them?
- Do you have any specific goals that you'd like to accomplish in this relationship?
- Is a job shadow or tour possible? Attending a meeting?
- Are there any professional development events or networking opportunities?