

Mentorship Program: Mentor Playbook

This playbook is designed to guide mentors through a structured 7-month mentorship program. Each month includes a focus area and conversation prompts to help build meaningful, impactful relationships with mentees.

Month 1: Foundation & Relationship Building (September)

Goal: Build trust, set expectations, understand mentee background

- What motivates you right now in your life and career?
- What does success look like for you at the end of this program?
- What are your biggest fears when it comes to your future?
- Where do you feel the most confident? Where do you feel the most unsure?
- What kind of support do you actually need from me?

Month 2: Identity & Personal Brand (October)

Goal: Help mentee understand who they are and how they present themselves

- How do you currently describe yourself professionally?
- What do you want people to remember about you?
- What makes you different from others in your field?
- Are you showing up online the way you want to be perceived?
- What's one thing about yourself you haven't fully owned yet?

Month 3: Career Exploration & Clarity (November)

Goal: Explore and refine career interests

- What careers have you considered and why?
- What does your dream job look like day-to-day?
- What are you unwilling to compromise on in a career?
- What environments bring out your best work?
- If money wasn't a factor, what would you pursue?

Month 4: Skill Building & Experience (December)

Goal: Identify growth areas and skill gaps

- What skills do you feel like you're missing right now?
- What's one skill that would change your trajectory if mastered?
- How are you building experience outside the classroom?

- What's something you've avoided learning but know you need?
- How do you respond when challenged or criticized?

Month 5: Networking & Opportunities (January)

Goal: Develop networking confidence and access opportunities

- How comfortable are you with networking and why?
- Who is already in your circle that you're not leveraging?
- What spaces or rooms do you need to get into?
- What holds you back from reaching out to people?
- How do you want people to advocate for you when you're not in the room?

Month 6: Financial & Lifestyle Reality (February)

Goal: Connect career choices to financial and lifestyle goals

- What kind of lifestyle do you want after graduation?
- What are your financial goals in your first 2-3 years?
- How do you currently manage money?
- What sacrifices are you willing to make early in your career?
- What does financial freedom mean to you?

Month 7: Reflection & Next Steps (March/April)

Goal: Reflect on growth and plan future steps

- How have you grown since the beginning of this program?
- What mindset shifts impacted you the most?
- What are your next 3 concrete steps after this program?
- What habits do you need to maintain growth?
- How can I continue to support you beyond this program?