

Questions the Mentor may ask the Mentee

Current Situation:

- What will give you the most value from today's session?
- What do you want to focus on today?
- What issue or problem do you want to discuss today?
- From whose perspective is it a problem?
- What is keeping you awake at night?
- What is the present situation in detail?
- What is happening now that is working well?
- What is happening now that tells you that you have a problem?
- What do you have control over?
- What strengths and resources do you bring to this?

Options, Possibilities and Plans

- What do you want to achieve? Where do you have control or influence with regard to this goal?
- Where do you want to be a year from now? How will you measure your success?
- What else might you consider?
- What actions are possible now?
- What control do you have over this?
- What are your choices? What can you change?
- If you had to find a way, what would it be?
- How might that work?
- Do you have a timetable of actions?
- What is holding you back?
- What do you not know about this situation/project? How could you find out?
- Can you think of anything that might disrupt your plans?
- What risks are involved?
- What would you do if you knew you couldn't fail?
- If you improved one thing you do, what change would make the biggest improvement to your business's performance?
- What do you do when you're really up against it?

- What do you enjoy about what you do?
- What can I say to you when you are most stuck that will help you return to action?
- What might you be overlooking?

Resources:

- What written help exists?
- Who else has done this before?
- Who else can you ask?
- Who needs to be involved/informed?

Evaluation:

- What have you learned from this?
- What can you do differently next time?
- What value did you take from this experience?
- What did you do well?
- Did anything happen that you could not have predicted?
- What will you do next?