

Mentoring Questions

Getting to know your mentee

- What did your role before you came into post involve?
- What is your experience of mentorship?
- What do you want from me as your mentor?
- What's going well in your job?
- What are the general areas you want to work on?

Raising self awareness using past experience, reflection, challenge, third person, future orientation

- How do you feel / want to feel?
- How do people describe you?
- What does this tell you about yourself?
- What is your role in this situation?
- Who do you want to be in this situation?
- What makes you say(*difficult to work with, perfectionist etc*)
- If you came out of this feeling really proud of yourself, what would you have done/done differently/said?
- Do you often react in this way?
- What other ways could you have responded?
- Can you imagine not being [*nervous, anxious, hesitant?*]
- If you weren't [*nervous.....*] what would you do?
- What's stopping you?
- What's the worse that could happen?
- What advice would you give if someone came to you with this problem?
- What would you want to happen if you were in your (*manager's / patient's/ colleague's*) shoes.?
- What would success look like/ feel like?
- What do you really want to happen?
- How do you want to feel in 6 months time?

Asking permission

- Can I tell you what I think?
- Do you want some feedback?
- Do you want a different view?
- Can I check something with you?
- Can we explore this some more?
- Can we look at alternatives?
- Can I challenge that?

Helping mentees identify resources available

- What are the strengths you have that you can draw from?
- What specific help do you need?
- What will you need to know and who can help you find out?
- Who in the team can help you with this?
- What is your manager's role in this situation?
- Who do you need to bring on board?