Mentorship Meeting #1

The first meeting is an opportunity to make introductions and learn about your mentor’s background. This is also a chance for you to share your academic goals and extracurricular involvement. Before meeting, think about what you’d like to learn and gain from the conversation. Consider asking some of these questions to guide your conversation:

Learning about your mentor’s current role:

- What does a typical day look like in your current position?
- What do you enjoy most and what do you find challenging about your role?
- What drew you to your position and what makes you stay?
- What does success look like at this point in your career and how has this changed over time?
- Do you have any regrets or things you would change about how your career has developed?

Learning about your mentor’s Cal Poly experience:

- What are some of your favorite memories as a Cal Poly student?
- How did your Cal Poly experience prepare you for your career path?
  - What are some skills I should focus on developing now in order to smoothly transition into the professional world?
- What do you wish someone had told you when you were a student or beginning your career?

Getting to know your mentor (broad questions):

- How has your understanding of leadership changed throughout your professional journey?
- What are your some of your strengths and weaknesses? How did you discover yours and how would you recommend I discover my own?
- What do you wish you had more time to do?
Mentorship Meeting #2

In order to spark deeper conversations, both students and mentors can reflect on these questions and discuss their responses in the second meeting. (The following questions have been sent to both students and mentors.)

Specific Experiences:

• When was a time that you were proud of yourself?

• When was a time that you doubted yourself, and how did you deal with that feeling?

• What was an important experience that helped shape you into the person you are today?

Goal Setting:

• What is a personal or professional goal you’d like to work toward?

• What is something you that you’d like to let go of?

Reflection:

• Write a list of 3 characteristics about yourself that you’re proud of. How did you develop these traits?

• (Question for students only) Write a list 3 traits you hope to develop. With your mentor, discuss strategies to develop these traits.
Additional Questions

Feel free to pick and choose questions if you need more ideas of what to discuss with your mentor!

Self Awareness:

- How have your values impacted your approach and behavior in the workplace?
- How do you receive constructive criticism? Do you try to encourage others to share feedback with you, and if so, how?
  - How do you use that feedback to improve your own performance and behavior?
  - Do you have any recommendations for how I can start soliciting feedback now in college?

Self Management:

- How do you deal with setbacks or failure?
- How do you bring problems in the workplace to the attention of your organization leaders?
- Have you ever had a time when you approached a crucial conversation with tact and professionalism? How did you do it?
  - How did the people who heard your concern react?
  - What went well, what didn’t, and what did you learn from it?

Relationship Management:

- Would you consider yourself a good listener? What are some ways you help people to feel heard?
- Can you think of a time when a conflict arose in your work? What did you do to help resolve the conflict?
- What has been most important in helping to positively impact your organization’s culture and morale?