

DISCUSSION GUIDE

Suggested Activity

1. Ask your protégé to develop a personal vision statement.
 - a) Think about where you want to be five years from now.
 - b) What steps may be necessary in order to get there?
 - c) What is your “personal brand”?
 - d) What is your value proposition or what sets you apart from others?
 - e) What kind of impact do you want to have on others?
2. Ask your protégé to write out the vision to discuss in the next meeting.
3. Use the vision statement to develop goals and create an action plan.

Review Previous Meeting

- Review action items for previous meeting.
- What progress was made on those items?
- What insight or learning was gained in the process?

Current Meeting

- Define goal: What is the objective? How does this relate to the final goal?
- Define the situation: What are the facts? Context? Who is involved?
- Define options: What can you do? What are alternatives?
- Create action plans: What actions will you take? How will you overcome obstacles? When will you do this?

Meeting Debrief

- What was helpful? Why or how?
- Is there anything that should be done differently?
- What did you learn?
- What worked well?
- Revisit goals, expectations, ground rules, and communication guidelines from partnership agreement.
- Update mentoring partnership if necessary.

Next Meeting

- Determine action items for next meeting.

On Your Own

- Reflect on each meeting.
- Journal ideas, revelations, reflections, and insights between meetings.

REFLECTIVE QUESTION EXAMPLES

- What do you want to achieve by the end of our meeting?
- What are your strengths?
- What do you find difficult or challenging?
- How do you build trust?
- Whom do you look to as a role model?
- Where do you see yourself in 6 months? A year?
- When are you happiest? Most productive?
- What are the most important characteristics you want people to notice about you (trustworthy, credible, accountable, intelligent, etc.)?
- What do you value?
- What do you dream about?
- What do you worry about?
- What are your talents?
- What do you want to achieve now and in the future?
- What is your desired goal?
- When do you realistically expect to achieve your goal?
- What intermediate steps or goals can you identify?
- How important is achieving your goal?
- What will success look like?
- So what happened? Tell me about it.
- What led up to the situation?
- What details can you provide?
- What role did you play in the situation?
- What is the challenge or obstacle?
- Who else is affected by this situation or involved?
- What have you attempted so far?
- What has prevented you from success?
- How much control do you have over the outcome?
- What resources do you need in order to move forward?
- What important facts should you consider before moving forward?
- Are there different ways to achieve your goal?
- How can you get started?
- Who could help you?
- What options have you decided to pursue?
- How much of your goal will this option achieve?
- What criteria will you use to measure success and progress?
- What is your next step and the one after that?
- What are your concerns?
- What resistance or challenges do you expect?
- How will you overcome those challenges or resistance?
- How committed are you to taking action?
- Is anything preventing you from taking action