



Questions & Conversation Starters for Mentorship

Conversational:

- What was your first-ever job?
 - What was the best part about it?
 - What was the biggest learning you had?
- How did you know you wanted a career in non-profit?
 - How did you get here?
- What or where would your dream job be?
- Who do you talk with about the struggles and successes of your job?
- Do you feel you are a part of a community, either in or outside of work?
 - Who makes up that community and how do you support one another?
- What has inspired you at work in the last week/month/quarter?
- How have you changed your practices to embed equity, diversity and inclusion in your work?

Development and Goal Setting:

- How do you continue to challenge yourself in your current role?
- What's something you'd like to change about your current role?
- What do you wish you knew before you started in your current position?
- What are your short-term goals?
- What are your long-term goals?
- What is/isn't working in your career?
- If you could learn any new professional skill (it doesn't have to be related to your current role or industry), what would it be?



Development and Goal Setting Continued:

- Have you thought about joining a volunteer board to enhance your leadership skills?
- If yes, what skills could you bring to a board and what skills would you like to learn?

Technical Advice:

- Resume writing
- Interview skills
- Asking for a raise
- Fostering collaboration
- Dealing with conflict
- Solving an ethical conflict by using the AFP Code of Ethics