

Career Development - Questionnaire for Mentees

Here's a structured set of [15 questions for mentees](#) under the theme [Developing My Career](#). These are designed to help mentees reflect on their blockers, aspirations, and skill development, while also giving mentors context to guide sessions. Please also see Career mind map exercise in the 3Qetc tools (<https://www.3qetc.com/resources-individuals>)

Self-Awareness & Role Models

1. Who is your role model, and why do you admire them?

2. What three qualities do you most admire in your role model?

3. Which of these qualities do you see in yourself already, and which would you like to strengthen?

Aspirations & Career Goals

4. What are your long-term career aspirations?

5. Do you have aspirations to become a people leader? If so, why does this appeal to you?

6. What do you see as the biggest personal blockers to achieving your career aspirations?

Leadership Readiness

7. If you aspire to be a people leader, what attributes do you feel you need to work on?

8. From this list of leadership skills – communication, empathy, strategic thinking, delegation, decision-making, resilience – which three do you think you most need to focus on developing?

9. How confident are you today in your ability to inspire and motivate others?

Skills & Capabilities

10. What technical skills do you believe are most critical for your current role and your future career?

11. Which of your current technical skills do you feel strongest in, and which need improvement?

12. Beyond technical skills, what professional capabilities (e.g., influencing, relationship-building, self-regulation) do you feel are important for your growth?

Personal Development & Motivation

13. When you think about your own career blockers, some are internal (e.g., mindset, confidence, motivation) versus external (e.g., resources, opportunities, networks), which ones present for you?

14. What motivates you most at work, and how do you sustain that motivation when challenges arise?

15. If you imagine yourself five years from now, what personal or professional development milestone would make you feel most proud?

ACTIONS:

POTENTIAL TOOLS, FRAMEWORKS & SURVEYS

- Stakeholder Map
- Emotional Intelligence test
- Listening test
- Harvard 3Qeto leadership survey
- New leader fears Survey
- Effective Language
- Time-management test
- Career mind map