

Confidence - Questionnaire for **Mentees**

Here's a structured list of [15 mentee questions](#) themed around [Building Confidence](#). These are designed to help mentees reflect on confidence in themselves, their relationships, and their technical/leadership capabilities, while giving mentors context to guide sessions.

Role Models & Inspiration

1. Who is your role model when it comes to confidence, and what qualities do they demonstrate that you admire?

2. What specific examples of confidence from your role model would you like to emulate in your own career?

Self-Perception & Core Strengths

3. When do you feel most confident at work, and what strengths are you drawing on in those moments?

4. What are your three greatest strengths, and how could they help you project more confidence in your role?

5. What blind spots or areas of self-doubt do you think most impact your confidence?

Confidence in Stakeholder Relationships

6. How comfortable are you in building relationships with senior stakeholders or peers outside your immediate team?

7. What situations with stakeholders make you feel least confident, and why?

8. What strategies do you think could help you build stronger, more confident stakeholder connections?

Technical Confidence

9. In which technical areas of your role do you feel least confident right now?

10. What steps could you take to build greater confidence in your technical abilities (e.g., training, mentoring, practice)?

11. How do you currently seek feedback on your technical performance, and how does it impact your confidence?

Influence & Presence

12. How confident do you feel when trying to influence others or present your ideas?

13. Can you share a recent situation where you lacked confidence in influencing others? What would you do differently next time?

14. What techniques (e.g., preparation, body language, storytelling) do you think would help you increase your confidence in influencing and communication?

Growth & Mindset

15. Looking ahead, what would “greater confidence” look like for you in 6–12 months, and how would it change the way you show up at work?

ACTIONS:

POTENTIAL TOOLS, FRAMEWORKS & SURVEYS

- Stakeholder Map
- Fixed-growth mindset test
- Self-Esteem test
- Self-Motivation test
- Self-compassion test
- Emotional intelligence test
- Effective Language
- Strengths