

Reflective Check-ins - Questionnaire for Mentees

We're now partway through the mentoring program, and this reflection/Check-in is designed to help you pause and take stock of your journey so far. Please complete the questions below before our check-in session.

Part A: 5 general reflection questions for all mentees (about their experience, tools used, documentation, and mentoring relationship).

Part B: 5 tailored reflection questions for each goal group – Career Development and Confidence – only answer the appropriate Part that you are working on with your mentor.

Part A: General Reflection (for all mentees)

- 1 How many meetings have you had with your mentor so far, and how are you tracking against your original expectations?

- 2 What tools, frameworks, or exercises have you used so far (e.g., stakeholder maps, self-assessments, surveys)? Which have been most helpful and why?

- 3 How are you documenting your journey? (e.g., journaling, notes, mind maps) – What have you noticed from capturing your reflections?

- 4 How would you describe the quality of your relationship with your mentor to date? (Consider trust, openness, and communication.)

- 5 What has been your biggest “aha moment” or breakthrough so far in this program?

Other general comments / notes

Part B: Goal-Specific Reflection

Group 1: Career Development

- 1 Reflecting on your long-term career aspirations, have they shifted or clarified since starting the program?

- 2 What personal blockers (internal or external) have you identified more clearly through mentoring discussions?

- 3 Which leadership or professional skills do you feel you've already started developing?

- 4 What tools or frameworks (e.g., career mind map, emotional intelligence test, time-management test) have you applied, and how have they supported your progress?

- 5 Looking ahead, what development milestone would make you feel most proud by the end of this program?

Group 2: Confidence

- 1 When have you felt most confident at work over the past few weeks, and what contributed to that feeling?

- 2 What situations or relationships still challenge your confidence the most, and why?

- 3 Which strategies (e.g., preparation, self-reflection, body language, feedback) have you tried, and what impact have they had?

- 4 What tools or frameworks (e.g., mindset test, self-esteem test, stakeholder mapping) have you used to support your growth in confidence?

- 5 Looking ahead, what would “greater confidence” look like for you by the end of this program, and how would it change the way you show up at work?

Notes