

Questions to Ask Your Mentee

The art of mentoring requires mentors to be skilled in asking thought-provoking questions, active listening, providing specific feedback, and supporting mentees as they learn how to be reflective educators. Asking good questions and using [supportive language](#) allows mentors and mentees to engage in deeper, intentional collegial conversations.

Ask your mentee to tell you about their professional learning aspirations. Some questions to consider:

- What is your goal? What do you hope to achieve from this experience?
- What steps can you take to achieve that goal?
- What are the skill(s) you want to develop? How will you know when you have successfully enhanced this skill?
- What developmental activities would help you to develop the most? (Brainstorm a list of possibilities and options.)
- What type of organizational knowledge do you need to develop?

Ask your mentee questions that prompt reflection on current or past practices. Some questions to consider:

- What has been a challenge for you in your current role?
- What do you consider to be your biggest professional success to date?
- What professional goals have you set in the past? Which of these have you attained?
- How have you used newly acquired professional knowledge or skills in the past?
- What are your professional strengths and/or challenges?
- What are your favorite/least favorite parts of your current role as an educator?

Ask your mentee how you can best support their professional growth. Some questions to consider:

- What are your long-term professional goals?
- What can I do to best help you succeed?
- How do you believe my knowledge and experience could be beneficial to you?