

# HASS CONNECT MENTORING PROGRAM

BUILD CONFIDENCE. BROADEN UNDERSTANDINGS. MAKE CONNECTIONS.



## MENTOR RESOURCE: SUGGESTED TOPICS, QUESTIONS AND ACTIVITIES

Mentees should be the drivers of the relationship, but it is also helpful if mentors have suggestions on what topics may be explored throughout the program. This document contains a list of questions/topics that you may wish to cover with your mentee during the mentoring relationship. Please note this is only a guide to assist with planning and that many other topics may come up during the course of the program, which is certainly encouraged.

### MENTOR'S EXPERIENCE

- What program and courses did you study at university? Share with your mentee how some of the skills you learnt whilst studying have translated into the workplace. Ask what courses your mentee is studying.
- What ideas and expectations did you have after graduating university? Ask about your mentee's plans after graduation.
- Share how your life experiences, including travel, family and extra-curricular activities have had an influence on your career to date.
- What types of roles have you experienced e.g. contract or casual work, flexible work arrangements/working from home, permanent position in an office environment, starting/managing your own business etc.

### CAREER PATHWAY

- Share your work experience history with your mentee; this may include sharing your CV with them.
- What tasks do you complete in your current position from day to day?
- Discuss your career pathway; has this been a linear progression? Have you changed careers or seeking to? Can you see yourself changing careers/specialisation in the future?
- Talk about any challenges you have faced in job searching and along your career pathway.
- Outline some of the advantages of your career pathway and your motivations.
- What would you say is your biggest career achievement to date? What are you most proud of?

### CAREER PLANNING

- What are your mentees strengths and interests? Ask them to share this with you. NB. The mentee has completed an online Strengthsfinder test and can use the "strengths insider report" as a resource for this conversation.
- Look over your mentees CV if appropriate. Are these strengths/skills reflected in their CV?
- Discuss what the mentee is looking for (ideally) in a future job. Think about job satisfaction, financial reward, helping the community, achieving results etc.
- Discuss what the mentees short and longer-term career goals are.
- Has the mentee identified any companies they might like to work for or graduate positions/entry level roles they may be interested in applying for?
- Discuss what activities the mentee could be doing now to help with their career goals. Explore strategies aimed at improving your mentee's ability to gain employment.

### NETWORKING

- Observe your mentees networking skills at the launch event and provide some feedback on what they did well and perhaps what they could improve on. Share some of your own networking tips and experiences.
- Discuss any concerns you both may have about networking, what to say, small talk etc.
- What are some good opportunities for the mentee to look out for? Discuss possible professional organisations to join, continuing education opportunities and publications or subscriptions of interest.
- Assist with creating the mentees 'elevator pitch' to introduce themselves at networking events, but also in written format on LinkedIn or a cover letter.