



Tips for picking your next mentor

Outgrowing your mentor is an expected and celebrated event!

When you're ready to find another one, (or if you're like me, you just want to *add* to your existing keychain of mentors), it helps to review this list first. Remember: it is supposed to feel scary *and exciting* to invest deeply in your next level of expansion!

CHARACTERISTICS OF A GREAT MENTOR:

- Excellent listener
- Unafraid of challenges
- Open-minded
- Growth mindset
- Creative and innovative
- Provides flexible structure
- Embraces differences
- Diplomatically resolves conflict
- Supports your autonomy
- Actively engaged in their own mentoring relationship
- Aligns with 80% of your core values

QUESTIONS TO ASK YOURSELF FIRST:

- **What** are you seeking a mentor for? (is it for a specific skill/outcome? For personal growth and transformation? For extra ideas or experience that enhances what you're already doing?)
- Are you **comfortable with being pushed** to the edge? (mentors are great to spot self-sabotaging behavior and nudge you to move forward. But, if you are feeling unable to sit with this discomfort, perhaps wait until you are ready)
- What will you **let go in your schedule** to devote time to this mentoring relationship? (let's face it, everything takes time. Mentors often inspire and also give "homework". If you aren't proactively creating protected time in your calendar to complete this mentoring homework, you'll just be frustrated)



- Why **is now the right time**? (do you have important events coming up, like weddings, births, or graduation? Perhaps waiting until events pass would be best so you can focus attention on mentorship later)
 - What did you **love about a past mentor**? (think about the characteristics and methods of a past mentor that resonated with you. Seek out this style in your future mentors)
 - What did **not work well for you** in a past mentorship? (Poor communication? Lack of follow up? Inaccessibility? Upsells? Think about things that didn't feel right and try to avoid them this time around)
 - **How will you know** you've made the right decision? (think of a time when you knew you were on the right path. Where did you feel it in your body? Aim to recreate this as you interview your future mentor. Do you feel the same?)
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QUESTIONS TO ASK THE MENTOR

(select your favorite 5-7):

1. **Why** did you become a mentor?
2. What's your **favorite part** about being a mentor?
3. What are your **top 3 core values**?
4. If you could **summarize in one sentence**, what would be your overall goal for anyone after they're finished mentoring with you?
5. What is the **founding framework** for your mentorship?
 - a. Is this tactical and logistical (like a business or skills-based mentorship)
 - b. Is this personal and transformative (like solutions-focused or cognitive behavioral coaching?)
6. What does a **typical mentorship experience** with you look like?
7. Is there an **option to add extra** single sessions beyond what's in the contract?
8. Is there a **contract/agreement** I can read?



9. Do you have a **refund policy**?
10. What is the **typical length/timeline** of mentorship?
11. Do you have a **mentorship community** or assigned accountability partners?
12. If so, will there be a **fee to continue annual membership**?
13. Are there any **other hidden costs** I should know about?
 - a. Extra costs could include: “mandatory” retreats, annual membership fees, affiliate costs, technological app subscriptions, etc
14. What **additional value** do you provide outside of our sessions?
 - a. Do you get workbooks, handouts, access to files, books, etc
15. What are your **communication guidelines** between sessions?
 - a. Email or text preferred? No communication at all?
16. Do you have any other **personal/professional boundaries** I should be aware of?
 - a. Do they have a “no weekend texting” rule? Do they take a week off of work every month? Do they only offer appointment hours that conflict with your work/life?
17. Describe an impactful **lesson from one of your mentors** that influenced your growth.
18. If you could **change one thing about your mentorship** program, what would it be?
19. Describe **who is NOT a good fit** for your type of mentoring.
20. Can you describe **1-2 unrealistic expectations** that a past mentee has had when working with you?
21. What **do you want to be known for** in 20 years?