

Mentor's question wheel

Mentors challenge mentees to question themselves.

Focus your questions:

Goal (gather their ideas)

Reality (encourage them to think realistically)

Options (challenge their ideas)

Willingness (gain commitment)



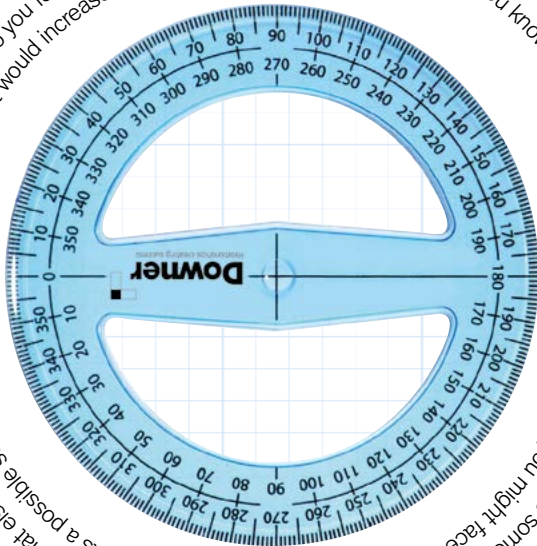
Willingness

Aim: Gain commitment. Focus on: How willing/committed are you? Example questions: What are 3 actions you can take this week to help you reach your goal? On a scale of 1-10, how confident do you feel about taking these actions? What would increase that score?



Goals

Aim: Gather their ideas, issues, goals. Focus on: What is your goal? Example questions: Exactly what do you want to achieve? What are 2-3 steps you can take to achieve your goal? How will you know if you are successful?



Reality

Aim: Encourage them to think realistically about the current reality? Example questions: What's stopping you from achieving this goal? What are some of the challenges you might face?



Options

Aim: Challenge their ideas. Focus on: What options do you have? Example questions: What would you gain/lose by doing that? Who else might be able to help? What has worked for you already? What else have you thought about as a possible solution?