



GUIDED MENTORSHIP PROGRAM

ENGAGE. ENCOURAGE. EXCEL.

Discussion Questions for Mentees to Ask

The below list includes discussion questions meant to facilitate introductory conversations among the mentee and mentor.

- **Mentorship**
 - What inspired you to become a mentor?
 - Who has served as your mentor? What is that relationship like today?

- **Career Path**
 - What inspired you to choose the career path you are on today?
 - What did your path look like? Did you land your current job right away? If not, what steps did you take to get there?
 - What do you like most about your current position?
 - What is your dream job? What would you change about your current job to make it more like your dream job?
 - If you could go back in time to the start of your career, would you choose the same path again? If not, what changes would you make?
 - What are your current pharmacy interests?
 - What are your current 5-year goals for your career?
 - What steps will you take to reach these goals?
 - When applying for jobs and selecting an employer/workplace, what qualities do you prioritize and value most?
 - What skills are most valuable to your career? How can you improve these skills?
 - What can I be doing as a student/new practitioner to set myself up for future success?

- **Personal Attributes**
 - What were some of your biggest professional setbacks and how did you overcome them? What did you take away from those experiences?
 - Who inspires you the most? Why? What qualities do you find inspirational in this person and how can you work to develop these same qualities?
 - What legacy do you hope to leave?

- **Professional Development**
 - Could you tell me about your involvement with professional organizations throughout your career?
 - What made you wish to pursue a leadership role?
 - How do you stay motivated to be professionally engaged (e.g. local or national professional organizations, colleges of pharmacy, etc.)?



GUIDED MENTORSHIP PROGRAM

ENGAGE. ENCOURAGE. EXCEL.

- What professional meetings would you recommend I attend? What are some good ways to meet colleagues during these events?
- Do you have any certifications/credentials (FASHP, BCPS, MBA, DPLA, etc.)?
 - Why did you choose to pursue this certification/credential?
 - What certification(s) would you recommend to help further my goals?
- Are you involved in research or publications?
 - How do you suggest I get started or further my experience with conducting research/publishing?
- How do you stay up to date on new literature and guidelines?
- What do you find are the biggest challenges for new practitioners entering the workforce and what advice would you give on how to overcome them?
- How have you learned to practice at a different institution with different policies, cultures, etc.?
- What was your biggest struggle finishing your education and starting your first job?
- What do you see as some emerging trends within pharmacy practice?

- **Receiving or Giving Feedback**
 - What advice would you offer on strategies to communicate both positive and negative feedback?
 - How do you handle giving difficult feedback?
 - How do you handle receiving difficult feedback?
 - What advice do you have for preparing for performance reviews?

- **Work-Life Integration**
 - What strategies do you utilize to balance your professional obligations with your personal life?
 - What hobbies or activities do you enjoy in your free time?
 - What are some ways you have integrated your personal interests into your work?
 - What personal finance strategies have you found helpful? What financial advice would you give to a new practitioner? A student?

- **Learner-Specific Questions**
 - What opportunities or resources should I take advantage of as a student/resident/fellow/new practitioner to best prepare for my career?
 - How do I best market myself for a job/residency/fellowship?
 - I am looking to accomplish _____ with my career. What advice or recommendations do you have for how I should proceed?