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.)?
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?