



NAWO Mentoring Program 2025: Getting Prepared

A great mentoring experience starts with identifying areas that you would like to develop and your opportunities for personal and/or professional growth.

Doing some advance preparation ahead of the program will set you up to get the best possible outcomes.

- **Self Awareness:** reflect on the 'why' of your involvement.
- **Mentoring Needs:** complete and share with your mentor ahead of your Planning & Goal Setting session.
- **Mentoring Development Plan:** review and identify your growth opportunities, goals and how you can monitor your personal progress.

Self-Awareness

The first step in preparing for your involvement in mentoring is to be clear about why you want to participate and what you are seeking to achieve as a result. Take a moment to record your personal thoughts to these questions.

Ask yourself:

1. Why do I want this mentoring experience?
2. What do I hope will be different as a result of participating in the program?
3. What are the opportunities that this experience affords me?
4. What are the threats to my involvement and how do I plan to manage these?
5. How will I know that I am making progress?

Take a moment to record your personal thoughts to these questions. You might like to share your thoughts during a mentoring session or just to keep them on hand to check back against as you progress in your mentoring experience over the coming months.



Planning & Goal Setting Session

This initial session is designed to set each Mentor and Mentee up for success. To help your Mentor understand a little more about your mentoring needs, please take some time to consider and answer the questions below. Prior to your Planning & Goal Setting Session, please **email your mentor** with your responses.

Your mentoring needs:

- What are your personal and professional aspirations for the next 3-5 years?
- What do you hope to gain from the mentoring experience?
- What are your key opportunities for growth/development? (*refer to page 1 of the Mentoring Development Plan*)
- What topics would you like to see covered in the Mentoring sessions?
- How can your mentor best support you to achieve your goals?
- What ground rules would you like to see form part of your Mentoring sessions?
- What do you think may be challenging? What ideas do you have to overcome this?
- Please share anything else you feel is important at this time.