



# Mentoring Question Toolkit

To support mentors mentoring other during times of uncertainty, change and transition

# The importance of mentoring today

Mentoring is needed more than ever during times of uncertainty, change and transition.

- To assist you whether you are a mentor and/or mentee, we have compiled several impactful mentoring questions for you to explore together, support each other during difficult times, deepen your mentoring relationships and enhance your mentoring conversations.
- These questions are also excellent if you wish to self-mentor yourself and identify and learn about your own interferences, needs and areas of opportunity and growth.
- Top tip: By starting with self- awareness and well-being questions, you can help your mentee identify where they are at. Depending on your mentee's psychological state during/following the crisis, they might not be ready to action change yet. They first need to express their emotions, fears, insecurities and vent about what they are missing from their life before the crisis, to be able to identify what they need to let go off, accept and embrace before starting to think about how to change things.
- To further explore the different stages, we are going thought when we are faced with change, please check and get inspired by the the William Bridge transition model:  
<https://www.mindtools.com/pages/article/bridges-transition-model.htm>

# Questions to deepen self-awareness

“Self-awareness allows you to self-correct” Bill Hybels

Questions you can experiment with:

- How are you? How are you REALLY?
- What are the strongest emotions are you feeling right now?
- What do you notice/what are you learning about yourself these days (competence, passion, pattern)?
- What are you worried about? Are there things that make you angry/sad/disappointed? On the contrary, are you positively surprised by something?
- What can you let go of today? What do you think you should let go of? What is beginning to emerge for you?
- What are the top 3 things keeping you up at night?
- What values of yours are you most presently living now? How important are they?
- What is providing you with meaning, joy, peace and gratitude during this time?
- Who are the key people you want/need around you during this time?

# Questions to explore wellbeing

“A good laugh and long sleep are the two best cures for anything” Irish Proverb

## Questions you can experiment with:

- What makes you happy both personally and professionally?
- Has the current situation stopped you from doing whatever makes you happy?
- What could you do differently to bring those feelings of happiness back?
- Regarding your wellbeing, what is your biggest concern?
- How are you/can you take care of yourself; mentally, physically and emotionally?
- What did you really enjoy doing as a child that you wish you could do more of now?
- How can you achieve the same feeling/emotion today?
- What is your energy level at the moment?
- Is managing your energy a struggle for you?
- How can you better manage your energy and mindset?

# Questions to deepen focus

“Focus on your goals, not your fears” Roy Bennett

Questions you can experiment with:

- How have you/your business/family and community been affected by the crisis?
- How do you purposefully want to serve each area? What meaning will this bring you?
- What are the next steps you can take for yourself/your business/family and community?
- What are the opportunities and priorities?
- How can things be done differently?
- What are the key risks to yourself, your business/family and community today?
- What do you want to prioritise? How will you stay focused on what matters?
- What do you wish to intentionally practice today/in this coming period?
- What do you wish to address/change/develop?
- What questions/thoughts/actions are emerging for you today?
- If you could learn any new professional skill (it doesn't have to be related to your current role or industry), what would it be?

# Questions to increase social awareness

“To handle yourself, use your head; to handle others, use your heart.” Eleanor Roosevelt”

## Questions you can experiment with:

- How are you managing your emotions around others?
- What are you noticing about how others are reacting to and engaging with you?
- What do you notice about others within your environment during this crisis (competence, passion, patterns, behaviours)?
- How are you engaging with and managing your relationships with your team, peers, family etc?
- How do you want to engage with and manage your relationships with them? Is there a gap and if so, what is it?
- Are there any partnerships which you can form which would help you to achieve your goals?
- How can you gain meaning by serving others? How can you personally support the need you see?

# Questions to strengthen decision making

“Decision making is a skill. Wisdom is a leadership trait.” Mark Millar

## Questions you can experiment with:

- What do you need in place to make decisions? How decisive are you?
- What are the best personal, business, family and/or community related decisions that you've taken to date since the crisis began? What have you achieved?
- What are the decisions you wish you'd made and/or made faster? What prevented you from making them?
- What personal, business, family and/or community decisions do you need to take within the next day, week, fortnight, month etc? Which ones are keeping you up at night?
- What are the tough decisions you are avoiding? What do you need here to be able to make them?
- What decisions are you being asked to make that you don't feel comfortable with?
- Do you need to lay off staff and if so, how are you planning to/do you wish to manage the process? How will you make sure the process is in alignment with your values?
- Are you ready for the time when markets will reopen? If not, how will you ensure you are? Which areas do you need to focus on today to stay ahead of competition?

# Questions to increase adaptability

“To adapt is to move ahead” Byron Pulsifer

## Questions you can experiment with:

- How comfortable are you with change?
- What do you enjoy about it/what makes you fearful about it?
- How adaptable do you feel/believe you are?
- Times are hard and the world is changing, how are you changing? Have you thought of anything you could do differently personally and/or professionally? Any crazy solutions you are thinking of?
- How could you realign your business to stay afloat or take this time to pivot and emerge stronger on the other side? Are there any other things that you haven't thought of yet? Is it time to change things up?
- If you feel that closing your business is the only option, what other options are there open to you? How can you adapt and/or pivot what you do/want to do today? What opportunities are out there for you to take?
- How are you adapting your mindset to stay focused, be adaptive and achieve your goals?
- For mentors – What blind spots are you seeing that they simply cannot during this time? How can you help them to adapt and adjust?



# Questions to improve resilience

“ Life doesn't get easier or more forgiving, we get stronger and more resilient” Steve Maraboli

## Questions you can experiment with:

- What does being resilient mean to you?
- How resilient/strong do you feel? Is this something you want to be/to develop?
- Have you experienced a crisis/uncertainty before? What happened and what did you do to get through it and what did it give you/enable you to do? What do you wish you had done then, and why?
- What lessons did you learn from your past experiences of crisis/uncertainty that you could draw upon now to pull through?
- How resourceful do you feel at the moment? What do you feel you have in terms of competencies, values, behaviours, skills etc to get through this? What do you need to plug the gaps?
- How are you accessing and sustaining your focus on positive emotions?
- What do you feel you need to gain control of in order to feel strong and resilient?

# Who we are

**As a mentoring and coaching specialist organisation,** we design and deliver learning programmes for entrepreneurs, social impact managers and leaders.

Through our work, we equip people, organisations and ecosystems with the tools, approaches, and skills to overcome challenges, build stronger relationships, steer their organisations forward and achieve greater impact, faster.

We partner globally, and work in multiple languages, across contexts, cultures, and sectors.

Learn more about our capability, programmes and impact at [www.humaneedge.org.uk](http://www.humaneedge.org.uk)

# Connect and develop your mentoring muscle and confidence with us!

## Follow us

LinkedIn: [/the-human-edge-org-uk](#)

Twitter: [@TheHumanEdgeOrg](#)

Facebook: [/thehumanedgeorguk](#)

Instagram: [@thehumanedge\\_uk](#)