

VIRGINIA BANKERS
ASSOCIATION

Mentor Workshop #1: Helping
you Help Your Mentee
03.13.2025



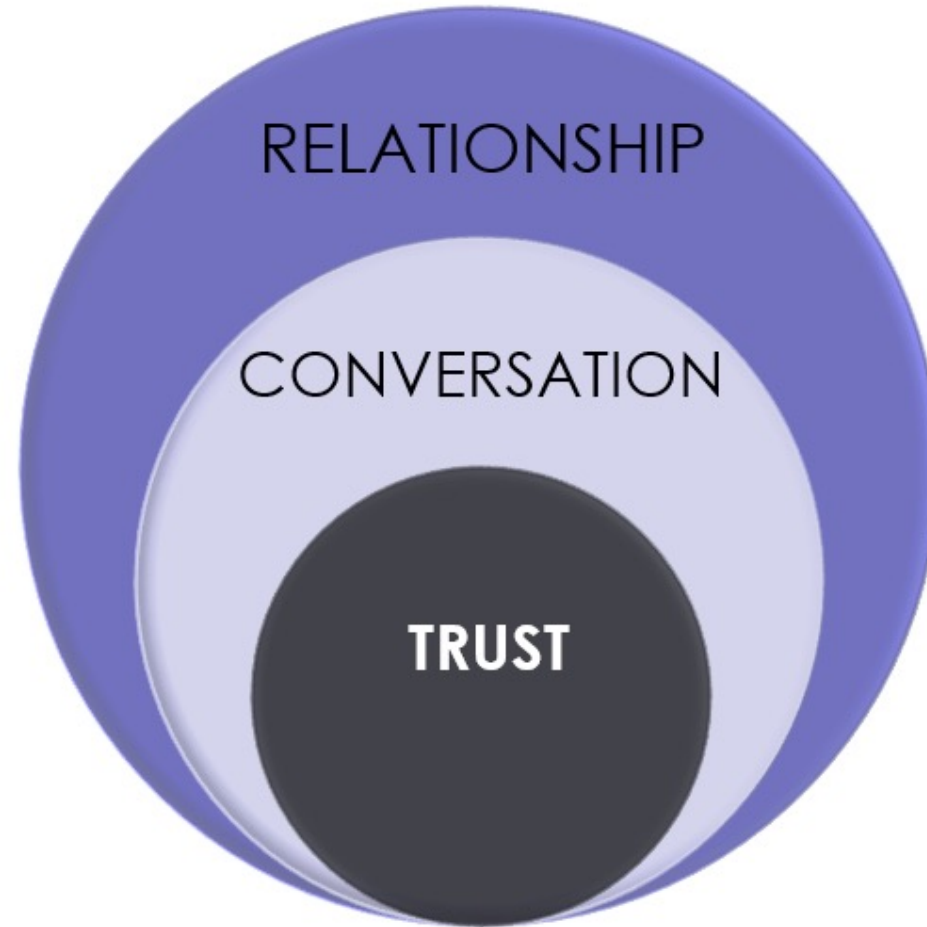
Relationship Check-in

How have your initial conversations gone?

What worked?

What didn't work?

What does your Mentee want out of the relationship?



Ensuring Goal Consistency

Initial Meetings:

- What do you want from this relationship?
- State the Goal
- Come up with 2-3 actions to incremental move toward that goal
- Write actions down in a Mentee Plan

Subsequent Meetings:

- Restate the Goal
- Review what actions were taken since the last meeting
- Assess if progress was made
 - What worked?
 - What didn't work?
- Generate ideas for how to take the next step towards reaching their goals

REFLECT

Apply past to present

ENVISION

Understand outcomes

EXPLORE

Ask and adjust

ACT

Decide path and solve

Ask Questions

REFLECT

- What is your current understanding of . . . ?
- What bothers you most about your present situation?
- How did this obstacle come to be?
- Why is this a problem for you?
- What have you learned so far about yourself in this?
- If you had no barriers, how would you solve this situation?

ENVISION

- If you were the best at this, what would define your success?
- What is the highest result you can hope for?
- What would you accomplish if you had no limits or restrictions?
- What organizational goals and business needs align with this outcome?
- What are some trends you are noticing that will impact the future of . . .

EXPLORE

- What have you done in similar circumstances that has worked or not worked? Why?
- How could you get additional information, support, or resources?
- If you did nothing, what would change regardless? What would get worse?
- What else might be possible if you changed a few things under your control?
- What is most important to you or non-negotiable?

ACT

- How would you describe the specific goal from a time and measurable result standpoint?
- What are some steps you could take? What do you do first?
- Can you commit to this course of action?
- Do you see the implications of . . . ?
- Are you aware that . . . ?
- What elements are controllable vs. uncontrollable?

Top 6 Mentor Tips

1. Focus on behaviors, not personality
2. Balance positive and negative feedback
3. Challenge your mentee to make choices and risk mistakes
4. Hold the mentee accountable
5. Share stories not instructions
6. Guide rather than advise

What other tips would you share?