

Mentorship Initiative

Mid-Point Mentor Focus Group – Facilitation Guide

Focus group ground rules/norms:

- Respect confidentiality (i.e., stay at the theme level, avoid mentee specific issues, adhere to the “Las Vegas” rule)
- Full participation by everyone
- Support brainstorming (i.e., share any and all ideas, resist urge to evaluate or critique ideas, don’t feel pressure to solve everything “in the room”)

Focus group questions:

1. How often have you been meeting with your mentee? Where do you typically meet?
2. Which of the 5 “MYs” are you and your mentee(s) focusing on? -- *note the responses on a flipchart and share observations. Determine if there are any follow-up questions (e.g., is there a tendency to lean towards certain MYs due to career ambitions, lack of capabilities, etc?)*
3. Which of the mentor “hats” are you being asked to wear? How does this compare to your expectations at the beginning of the pilot? -- *use this response to inform future orientation and mentor training topics*
4. Have you ever been “stuck” not knowing how to respond to your mentee? What did you do? -- *see if mentors are working with each other and the need for future mentor development*
5. What are the characteristics of a good mentee? -- *use this response to help inform future selection*
6. Do you think mentees understand how to best leverage their relationship with you? Please explain. -- *use this response to provide feedback to mentees*
7. What do you think the mentees are learning as participants?
8. What have you learned as mentors?
9. Were you able to the last Learning Event? What aspects did you like? What improvements would you suggest future learning events?
10. On a scale of 1 to 5, with 5 being ‘highly satisfied’, how would you rate your experience with the mentorship program to-date? -- *note the responses on a flip chart and facilitate a discussion around what is required to move the rating up one point*

Please share one success or pleasant surprise about the mentorship initiative to-date