

# MENTEE GUIDE

## Month 5: Career Acceleration & Readiness for Senior Roles



*“Step into the role before it’s yours. That’s how leaders are made.” – Carla Harris*

This session is about getting strategic with your next step.

You’ve reflected on your strengths, shaped your leadership identity, and grown your presence, now it’s time to shift from reflection to forward momentum.

This month is about defining what “next level” means for you, and building a practical, strengths-based plan to get there. It’s not just about moving up, it’s about stepping into your potential with clarity, confidence, and intent.



### WARM-UP PROMPT

**Before your session, take 5 minutes to reflect:**

“If I was told tomorrow I’d be stepping into a senior role, what would I be excited about, and what would I be nervous about?”

### PREP QUESTIONS (BEFORE YOU MEET)

**Take 10–15 minutes to reflect on the following:**

- What does “senior leadership” look like to me, in scope, impact, and presence?
- How do my High 5 Strengths uniquely position me for success at the next level?
- What expertise, exposure, or experience would help me close the gap? ([Read this blog](#) for more insight into the 3E’s)
- What legacy or impact do I want to start building?

### CONVERSATION STARTERS

- “I’m ready for more, but I’m not sure what’s missing, or how to go after it.”
- “Here’s what ‘next level’ means to me, and here’s what’s currently getting in the way.”
- “Looking at my strengths, I think I’d thrive in \_\_\_\_, but I need to develop \_\_\_\_.”
- “I’d love your insight on what readiness looks like at senior levels.”

### WATCH OUTS

- Don’t confuse busy-ness with readiness, it’s about strategic thinking and leadership mindset
- Avoid vague aspirations, get specific about what kind of growth you’re aiming for
- Remember: You don’t need to feel 100% “ready” - you just need to start

### REFLECTION PROMPTS (POST-SESSION OR JOURNAL PROMPTS)

- What does career acceleration mean to me - speed, satisfaction, scope?
- How am I currently using my strengths to influence or lead at a bigger level?
- What internal beliefs might hold me back from taking that next step?
- Who could support, sponsor, or stretch me over the next 6–12 months?

### STRENGTHS-TO-STRATEGY ACTION PLAN

Use this to turn your self-awareness into forward action:

- Review your Top 5 Strengths from earlier in the programme
- Choose 2 you believe are crucial for senior leadership success

**For each one, define:**

- Development Action – How can I grow or stretch this strength?
- Visibility Action – Where can I use this strength more publicly or strategically?

### OPTIONAL RESOURCES

- You might want to consider completing a [VoicePrint](#) profile to understand your communication style and impact as you become more senior in your career - [get in touch](#) to find out more!

### LOOKING AHEAD TO NEXT MONTH

Next month’s theme is **Future of HR & Long-Term Goals**.

Start thinking beyond your next role. What future are you excited to help shape - and how do you stay future-fit as a leader in the people profession?