

# MENTOR GUIDE

## Month 1: Career Clarity & Strategic Positioning



*“Clarity comes from action, not thought.” – Marie Forleo*

Your role in this session is to help your mentee zoom out and explore the big picture of their career, not just what they do, but where they're headed, and who they want to become professionally.

You don't need to have the answers. What matters most is your ability to hold space, ask powerful questions, and reflect back what you hear.

This session is about sparking clarity, curiosity, and confidence.



### CONVERSATION STARTER

*The mentee was encouraged to take time to complete their career lifeline*

- Have they noticed any themes?
- Which environments bring out the best in them?
- Where do they see their values coming through really strongly?

### QUESTIONS TO EXPLORE

Use these to guide the conversation:

- What direction excites you right now, and what's getting in the way?
- What strengths or themes keep showing up across your career?
- What are you most proud of in your career so far?
- What has been your greatest learning moment so far?
- If you could rewrite your job tomorrow, what would it look like?

*\*\*You can find more of these reflective questions in our Career Coaching Cards*

### WHAT TO LISTEN FOR

- Energy: Notice what lights them up vs. what feels draining
- Repetition: Are there patterns in what they enjoy or avoid?
- Friction: Where do they seem frustrated or hesitant?
- Hidden goals: What's being said between the lines?

### WATCH OUTS

- Avoid jumping to solutions, focus on exploration
- Don't project your own career path or definition of success
- Be mindful of "shoulds", help them build their own version of progress

### WAYS TO ADD VALUE

- Share stories of when you gained clarity (and when you didn't)
- Offer a framework or tool that helped you (e.g., Ikigai, Career Anchors, Personal SWOT)
- Reflect back what you're hearing: "It sounds like what really matters to you is..."
- Gently challenge vague aspirations with curiosity, not critique

### ACTIONS TO ENCOURAGE

- Help them craft a one-sentence career positioning statement (e.g., "I want to be known for...")
- Support them in identifying 1–2 development priorities to work on
- Encourage them to share their positioning with someone at work for feedback

### OPTIONAL RESOURCES RECOMMENDED

- Podcast - "How to figure out what you really want"
- Career lifeline - looking back to plan for the future
- Article - "How to develop a 5-year career plan"

### LOOKING AHEAD TO NEXT MONTH

Next month's theme is **Personal Brand & Influence**.

Encourage your mentee to start noticing how they describe themselves, what they're known for, and where they may be holding back from visibility or influence.

Their next growth step might be as much about presence as it is about performance.