

MENTOR GUIDE

Month 5: Career Acceleration & Readiness for Senior Roles



“Your belief in someone else’s potential is often the thing that makes them believe it too.”

This session is about helping your mentee look beyond their current role and begin mapping their pathway to senior leadership.

By now, they’ve explored their strengths, built leadership confidence, and grown their influence. Your role is to help them harness that momentum to define what “next level” looks like, and build a practical, personal, and strengths-based plan to get there. This is the moment where you help them shift from internal reflection to forward movement, with clarity and confidence.



CONVERSATION STARTER

Start with this reflection:

“If you were stepping into a senior HR role tomorrow, what would you feel excited about, and what might make you hesitate?”

This opens up honest discussion around ambition, fears, and growth edges.

QUESTIONS TO EXPLORE

Use these to guide the conversation:

- What does “senior leadership” mean to you in terms of impact, presence, or scope?
- Looking at your High 5 Strengths, which of these do you feel will be essential in your next chapter?
- What experience, exposure, or expertise (the 3E’s) might you need to build next?
- Are there limiting beliefs that might be holding you back from stepping forward?

WHAT TO LISTEN FOR

- Vague or overly cautious goals (“I want to progress, but...”)
- Signs they’re already operating at a higher level but not recognising it
- Strengths being underutilised or undervalued in their current environment
- Lack of clarity on sponsorship, visibility, or readiness signals

WATCH OUTS

- Don’t let ambition get watered down by “waiting until I’m 100% ready” thinking
- Avoid equating senior readiness only with tenure or additional qualifications
- Be mindful not to impose your career path, help them carve their own, based on values and impact

WAYS TO ADD VALUE

- Share what helped you (or someone you admire) prepare for senior leadership
- Reflect back where you already see them showing senior-level behaviours
- Support their Strengths-to-Strategy Action Plan by workshopping ideas or connections

STRENGTHS-TO-STRATEGY ACTION PLAN

Guide your mentee through this during or after the session:

- Review their High 5 Strengths
- Select 2 that are especially relevant to senior leadership

For each one, prompt them to define:

- Development Action – How can they grow or refine this?
- Visibility Action – Where could they apply it more strategically or visibly?

OPTIONAL RESOURCES RECOMMENDED

- Complete a [VoicePrint](#) profile assessment to understand their communication style and impact as they become more senior in their career!
- If you are interested in completing your own profile, please [get in touch](#)!

LOOKING AHEAD TO NEXT MONTH

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

Invite your mentee to start thinking beyond their next role, toward the longer-term difference they want to make in the profession, and how they can stay future-fit as a senior leader in the People & Culture profession.