

## 20 Anytime Questions: *Use these for mentoring conversations that matter.*

**Introduction:** Whether you have done all, some, or none of the “40 Conversations” with someone you’re mentoring (or as a self-study reflection exercise), I’ve outlined these twenty bonus questions that can lead to additional great conversations, or personal reflections for growth.

Great questions can powerfully move people to act, to get unstuck, and to see potential. They help us shift perspective—a critical component for solution-finding, meaningful communication, and daily living. Choose one or two for consideration. Challenge yourself (or someone you’re mentoring) to go deep on some of these.

**Challenge:** As you consider these questions, take a moment to also reflect on some aspect of gratitude you might find *in your response*. Jot it down, even if it's simply for the opportunity to keep learning. This will reinforce your gratitude practice (which the research shows is great for our mental health).

Take your time. Enjoy pondering these questions. You're on a good journey. You are growing.

### The 20 Additional “Anytime” Mentoring Questions:

1. What is the world teaching you right now?
2. When have you made an impact that you felt was significant?
3. What would a close friend say your strengths are? (Do you agree?)
4. How might you further develop your strengths?
5. What does success look like for you? What can you do really well that will help you get there?
6. What obstacles are you facing?
7. What are you not doing that might be keeping you from success?
8. What can you control (versus what can you NOT control?) What options might you deploy?
9. Think about a time when you felt like you failed. How did you bounce back? What did you actually do? (In the short-term, and over time?)
10. Describe a recent setback. How are you recovering?
11. What leadership skills would you like to develop?
12. Who was the best teacher you ever had? Explain why.
13. Is there anything you pretend you understand, but you really don't? How might you gain understanding?
14. When you were young, what did you really like doing? Can you capture the spirit or essence of that today in your work?
15. If you were NOT here right now (in your job, etc.), what would you be doing? Like right now?
16. If you could have really high skill in one area, what would it be? Why?
17. If you could invite anyone living or dead to dinner, who would it be?
18. What are you reading?
19. Where do you need the most help? Where can you get help?
20. What topic have you not explored? What would you like to explore?

**Homework:** A lot of these are great *perspective questions*. Reflect on them from time to time. What subjects or areas might you wish to explore further in reading or study? Pick out a few questions that resonate. Circle or highlight them. Set a deadline to prompt yourself to go deeper. Then track your journey as you create the future you want.