Mentoring Q2 Cohort ⅙

Mentoring at Mews is skills-based and cross-functional by design. Matches are intentionally made across different teams/functions to broaden perspective and support growth.

Most pairs meet 4–5 times across ~5 months. Time spent depends on how you structure your mentoring, but we foresee a minimum total commitment of ~6–10 hours across the cohort (sessions + a bit of prep/follow-up).

Matching is quality-first and places are limited by mentor availability. If we can't match you well this round, we'll share alternatives (peer circles/resources) and next cohort timing so your development still moves forward.

* Required

* This form will record your name, please fill your name.

[   ]

You know something worth sharing.
You've got more to learn, too.

Next cohort launches end of March.

(Don't say we did not warn you.)

1

Can you commit to ~6–10 hours total across ~5 months? *

(sessions + a bit of prep/follow-up)

◯ Yes

◯ No

2

I understand mentoring is NOT a substitute for line management (performance, promotion, priorities). *

◯ Yes

◯ No

3

I understand places are limited and matching is based on fit + quality. *

◯ Yes

◯ No

Bio Info

We're not looking for a polished bio. We want enough context to make a confident match (for humans and AI). Please answer concretely.

4

What is your current level at Mews? *

- ○ IC1
- ○ IC2
- ○ IC3
- ○ IC4
- ○ IC5
- ○ S1
- ○ S2
- ○ M1
- ○ M2
- ○ D1
- ○ D2
- ○ VP
- ○ SVP
- ○ LT

5

Role title

Please select your function *

◯ Back of House (BoH)

◯ Business Development (BD)

◯ Channel Sales

◯ Connectivity

◯ Controlling

◯ Corporate Development / M&A

◯ Customer Success Management

◯ Customer Support

◯ Data

◯ Deployment & Adoption

◯ Design Operations

◯ Developer Experience (DX)

◯ Enterprise CSM

◯ F&B Experiences

◯ Field & Communications

◯ Field Marketing

◯ Finance Accounting

◯ Finance Operations

◯ Financial Services

◯ Financial Systems

◯ Fintech (R&D)

◯ Fintech Platform

◯ Fintech Product Marketing

◯ FP&A

◯ Front of House (FoH)

◯ General Legal

- ○ Global People Operations
- ○ Guest Experience
- ○ ITS (Information Technology & Security)
- ○ Legal
- ○ M&A Development
- ○ M&A Execution
- ○ Operations (Finance & Operations)
- ○ Operations (Product – Front of House)
- ○ Payment Experiences
- ○ Payment Processing
- ○ Payouts
- ○ People Business Partners (PBPs)
- ○ People Experience
- ○ People Operations
- ○ Platform & Security Engineering
- ○ Platform Enablement
- ○ Product Knowledge Activation / Product Content
- ○ Product Management
- ○ Product Marketing
- ○ R&D Enablement
- ○ Revenue
- ○ RMS
- ○ Sales Operations
- ○ Sales Teams – Mid-Market
- ○ Sales Teams – SMB
- ○ Solutions Architects
- ○ Strategy & Execution
- ○ Talent Acquisition (TA)
- ○ Talent Development (TD)

◯ Other

7

Preferred time-zone *

◯ Americas – Dallas time (CT / CST–CDT)

◯ Europe – (CET / CEST)

◯ Europe – (GMT / BST)

◯ Australia – (AET / AEST–AEDT)

◯ Other

8

In 5–8 lines: can you provide a little context about your role and focus at Mews *

WANT TO BE MENTOR, MENTEE OR BOTH

9

I want to participate as: *

Please note that to be a mentor you do not need to be a manager or leader. Mentoring is a development opportunity for everyone! Just give it a try.

◯ Mentee

◯ Mentor

Mentees

To match you well, we need: (1) the capability you want to build, (2) your current proficiency, (3) the real scenario you will practice on, and (4) what success looks like in 5 months.
 If your goal is still messy, that's okay — we'll use your answers to match you with someone who can help you sharpen it.

Pick your PRIMARY capability to build (choose 1) *

○ Customer Focus

○ Domain Expertise

○ Industry Knowledge

○ Organisational Advocacy

○ Service Quality

○ Stakeholder Management

○ Strategic Thinking & Execution

○ Vision & Purpose

○ Analytical Thinking

○ Documentation & Reporting

○ Drive for Results

○ Insight Gathering

○ Planning & Organisation

○ Problem Solving

○ Productivity Management

○ Project Management

○ Assertiveness

○ Collaboration

○ Effective Communication

○ Empathy

○ Impactful Feedback

○ Leadership

○ Mentoring

○ Agility

○ Composure

○ Ethical Practise

○ Learn & Be Curious

○ Managing Ambiguity

○ Managing Conflict

○ Ownership & Accountability

○ Curious and Capable with AI

11

Only if you selected **Domain Expertise**: please add a bit more detail about your domain. We may not know the specifics, so this helps us match you with the right mentor. Include:

- your domain area (e.g., Payments, Integrations, Revenue, Security...)

- what part you want to develop (or can mentor on)

- any context that would help (optional)

Pick your SECONDARY capability to build (optional, choose 1)

- ◯ Customer Focus
- ◯ Domain Expertise
- ◯ Industry Knowledge
- ◯ Organisational Advocacy
- ◯ Service Quality
- ◯ Stakeholder Management
- ◯ Strategic Thinking & Execution
- ◯ Vision & Purpose
- ◯ Analytical Thinking
- ◯ Documentation & Reporting
- ◯ Drive for Results
- ◯ Insight Gathering
- ◯ Planning & Organisation
- ◯ Problem Solving
- ◯ Productivity Management
- ◯ Project Management
- ◯ Assertiveness
- ◯ Collaboration
- ◯ Effective Communication
- ◯ Empathy
- ◯ Impactful Feedback
- ◯ Leadership
- ◯ Mentoring
- ◯ Agility
- ◯ Composure
- ◯ Ethical Practise

○ Learn & Be Curious

○ Managing Ambiguity

○ Managing Conflict

○ Ownership & Accountability

○ Curious and Capable with AI

13

Domain expertise: As you have selected this one, we need more info. Please give us more information about this skill. We might not know all the specifics about your domain; therefore it is really important for us to know more.

[text box]

14

Rate your **CURRENT** proficiency in your **PRIMARY** capability:
- 1 - New to this / I struggle often
- 2 - Developing / inconsistent
- 3 - Solid / works in most situations
- 4 - Strong / works in complex situations
  *

☆ ☆ ☆ ☆

15

Rate your CURRENT proficiency in your SECONDARY capability
- 1 - New to this / I struggle often
- 2 - Developing / inconsistent
- 3 - Solid / works in most situations
- 4 - Strong / works in complex situations

☆ ☆ ☆ ☆

Your mentoring goal (use the exact format below) *

Prompt (include in description):

Use this exact format so we can match you precisely:
"In the next 5 months, I want to improve [CAPABILITY] by practicing [SPECIFIC BEHAVIOUR] in [SPECIFIC SCENARIO], so that [IMPACT]. I'll know it worked because [MEASURABLE EVIDENCE]."

We have prepped a confluence page for you to help you state one. This might be helpful also in case you're not selected as a mentee, use this guide to set your development goals! https://mews.atlassian.net/wiki/x/LYGdVw

Choose exactly 2 practice scenarios you will use as your "practice arena" *

Please select 2 options.

- [ ] Influence without authority (stakeholder alignment)
- [ ] Driving decisions across teams
- [ ] Managing conflict/tension constructively
- [ ] Delivering hard feedback / tough conversations
- [ ] Assertiveness & boundaries (saying no / pushing back)
- [ ] Exec-ready communication & presence
- [ ] Writing for clarity (docs, async comms, decision notes)
- [ ] Prioritisation & execution systems (focus, trade-offs, planning)
- [ ] Problem framing from messy situations (turning chaos into options)
- [ ] Leading through ambiguity / shifting priorities
- [ ] Customer escalation / customer-first trade-offs
- [ ] Project planning and delivery (scope, timelines, risks)
- [ ] Other

18

Describe ONE real situation you will bring to session 1 *

Prompt (include in description):

- Context: what's happening?
- Who's involved? (roles, not names)
- What's the moment where you get stuck?
- What have you already tried?
- What is coming up in the next 4–8 weeks that makes this urgent?

19

What kind of mentor help do you want most? (pick 2) *

Please select 2 options.

- [ ] Someone who will challenge my thinking (direct, honest)
- [ ] Someone who gives practical tools/templates
- [ ] Someone who role-plays tough moments with me
- [ ] Someone who helps structure decisions and trade-offs
- [ ] Someone who shares "I've been there" stories + lessons learned
- [ ] Someone who holds me accountable between sessions
- [ ] Someone who can help me navigate stakeholder dynamics at Mews
- [ ] Other

20

Are you open to being mentored by someone who is mentoring for the first time? *

- ( ) Yes - totally fine
- ( ) Yes - as long as they have strong experience in the skill area I selected
- ( ) Maybe - I'd prefer someone who has mentored before
- ( ) No - I only want a mentor with prior mentoring experience

21

Session style preference

◯ Highly structured (agenda + actions)

◯ Light structure (themes + experiments)

◯ Flexible (conversation-led)

22

Feedback style preference *

◯ Direct & candid

◯ Balanced (direct but warm)

◯ Gentle & encouraging

◯ Questions-first coaching

Mentors

To match confidently, we need: (1) what you can mentor on (capabilities + scenarios), (2) evidence you've handled it well (real story), (3) your style, and (4) what you will NOT mentor on.
 Please be specific - vague answers are difficult to match fairly.

23

Why do you want to mentor, and what do you hope to get out of it? *

Please answer in 3–5 sentences. Bonus: add one line on what would make this a great mentoring experience for you.

[   ]

24

How many mentees can you take? *

◯ One

◯ Two

◯ Three

25

Is this your first time mentoring someone (formally) in a program like this? *

◯ Yes, this is my first time

◯ No, I've mentored before (informally or formally)

◯ Yes and no - I've helped people a lot, but never in a formal program

If this is your first time, what support would help you feel confident as a mentor? (pick up to 2)

We can't grant *every* wish... but we can definitely find a good workaround 😊

Please select 2 options.

☐ A short mentor onboarding (how to structure sessions)

☐ Example questions / session agendas

☐ Guidance on goal-setting with mentees

☐ Tips for giving feedback / handling sensitive moments

☐ Office hours with program team

☐ I'm good - I'll figure it out

☐ Other

Pick your PRIMARY capability you feel strongest mentoring on (choose 1) *

○ Customer Focus

○ Domain Expertise

○ Industry Knowledge

○ Organisational Advocacy

○ Service Quality

○ Stakeholder Management

○ Strategic Thinking & Execution

○ Vision & Purpose

○ Analytical Thinking

○ Documentation & Reporting

○ Drive for Results

○ Insight Gathering

○ Planning & Organisation

○ Problem Solving

○ Productivity Management

○ Project Management

○ Assertiveness

○ Collaboration

○ Effective Communication

○ Empathy

○ Impactful Feedback

○ Leadership

○ Mentoring

○ Agility

○ Composure

○ Ethical Practise

○ Learn & Be Curious

○ Managing Ambiguity

○ Managing Conflict

○ Ownership & Accountability

○ Curious and Capable with AI

28

Only if you selected *Domain Expertise***:** Please tell us what your domain is and what you feel confident mentoring on. We might not know all the specifics, so this helps us match you with the right mentee. Include:

- Your domain area (e.g., Payments, Integrations, Revenue, Security, Marketplace...)

- Your experience level / scope (optional)

- What topics you can support most (1–3 bullets)

Pick your SECONDARY capabilities you feel strongest mentoring on

- [ ] Customer Focus
- [ ] Domain Expertise
- [ ] Industry Knowledge
- [ ] Organisational Advocacy
- [ ] Service Quality
- [ ] Stakeholder Management
- [ ] Strategic Thinking & Execution
- [ ] Vision & Purpose
- [ ] Analytical Thinking
- [ ] Documentation & Reporting
- [ ] Drive for Results
- [ ] Insight Gathering
- [ ] Planning & Organisation
- [ ] Problem Solving
- [ ] Productivity Management
- [ ] Project Management
- [ ] Assertiveness
- [ ] Collaboration
- [ ] Effective Communication
- [ ] Empathy
- [ ] Impactful Feedback
- [ ] Leadership
- [ ] Mentoring
- [ ] Agility
- [ ] Composure
- [ ] Ethical Practise

☐ Learn & Be Curious

☐ Managing Ambiguity

☐ Managing Conflict

☐ Ownership & Accountability

☐ Curious and Capable with AI

☐ Other

30

Domain expertise: As you have selected this one, we need more info. Please give us more information about this skill. We might not know all the specifics about your domain; therefore it is really important for us to know more.

_____

31

Rate your CURRENT proficiency in your PRIMARY capability *

- 1 - Basic awareness
- 2 - Working knowledge
- 3 -Solid practitioner
- 4 - Strong in complex situations
- 5 - Recognised expert / go-to person

☆ ☆ ☆ ☆ ☆

Choose the practice scenarios you're strongest supporting (pick up to 4) *

Please select 4 options.

☐ Influence without authority (stakeholder alignment)

☐ Driving decisions across teams

☐ Managing conflict/tension constructively

☐ Delivering hard feedback / tough conversations

☐ Assertiveness & boundaries (saying no / pushing back)

☐ Exec-ready communication & presence

☐ Writing for clarity (docs, async comms, decision notes)

☐ Prioritisation & execution systems (focus, trade-offs, planning)

☐ Problem framing from messy situations (turning chaos into options)

☐ Leading through ambiguity / shifting priorities

☐ Customer escalation / customer-first trade-offs

☐ Project planning and delivery (scope, timelines, risks)

☐ Other

What is your most useful "hard-earned lesson" you often share with others? *

What do you naturally bring to mentoring sessions? *

Please select 3 options.

☐ I challenge thinking (direct, reflective, honest)

☐ I provide practical tools/templates

☐ I role-play tough moments

☐ I help structure decisions and trade-offs

☐ I share "I've been there" stories + lessons learned

☐ I hold people accountable between sessions

☐ I help navigate stakeholder dynamics at Mews

☐ Other

Session Style *

○ Highly structured (agenda + actions)

○ Light structure (themes + experiments)

○ Flexible (conversation-led)

Capabilities you do **NOT** want to mentor on (multi-select) *

- [ ] Customer Focus

- [ ] Domain Expertise

- [ ] Industry Knowledge

- [ ] Organisational Advocacy

- [ ] Service Quality

- [ ] Stakeholder Management

- [ ] Strategic Thinking & Execution

- [ ] Vision & Purpose

- [ ] Analytical Thinking

- [ ] Documentation & Reporting

- [ ] Drive for Results

- [ ] Insight Gathering

- [ ] Planning & Organisation

- [ ] Problem Solving

- [ ] Productivity Management

- [ ] Project Management

- [ ] Assertiveness

- [ ] Collaboration

- [ ] Effective Communication

- [ ] Empathy

- [ ] Impactful Feedback

- [ ] Leadership

- [ ] Mentoring

- [ ] Agility

- [ ] Composure

- [ ] Ethical Practise

- [ ] Learn & Be Curious

- [ ] Managing Ambiguity

- [ ] Managing Conflict

- [ ] Ownership & Accountability

- [ ] Curious and Capable with AI

37

Practice scenarios you prefer **NOT** to support (multi-select) *

- [ ] Influence without authority (stakeholder alignment)

- [ ] Driving decisions across teams

- [ ] Managing conflict/tension constructively

- [ ] Delivering hard feedback / tough conversations

- [ ] Assertiveness & boundaries (saying no / pushing back)

- [ ] Exec-ready communication & presence

- [ ] Writing for clarity (docs, async comms, decision notes)

- [ ] Prioritisation & execution systems (focus, trade-offs, planning)

- [ ] Problem framing from messy situations (turning chaos into options)

- [ ] Leading through ambiguity / shifting priorities

- [ ] Customer escalation / customer-first trade-offs

- [ ] Project planning and delivery (scope, timelines, risks)

38

Anything else that would make a match not work for you? (optional)

Do not only focus on behavioral aspects (we might not know how others behave). Think about:
Time differences, areas of the business, level of seniority.... Let us know the reason!

End

Thank you. Matches are built for quality and fit. If you're not matched this round, we'll follow up with next steps (waitlist, alternatives, and next cohort timing) so your development still moves forward.
Have questions? reach out to irene.ferrigno@mews.com

Maybe next time?

Thank you – based on your answers, we won't move forward with this cohort application.
This cohort requires aligned expectations (mentoring vs line management) and a minimum commitment of ~6–10 hours over ~5 months to ensure matches are fair and effective.
If you'd like, you can still take a next step today:

- Book time with your manager to set a short-term skill goal https://app.glean.com/chat/agents/a342601f078e47efaf87a14b506b8f96

- Use a goal-setting template and reapply next cohort

  Thanks again, we'll share the next cohort timing when applications reopen.