

Mentorship Interview Script

Intro

- **Warm-up:** “Hi, how’s it going? Thanks so much for chatting with me today!”
- **Admin:** Is this still a good time to talk?
- **About interview:** “I’m working on a product design challenge that involves helping people find mentors.”
- **Recording:** Do you mind if I record you, so I can take notes later? I won’t use your name or anything identifiable about you, and the content will only be used for my portfolio and interviewing purposes.
- *If participant accepts, start computer recording AND phone recording as back-up.*

Questions related to being a mentor

- **General**
 - Would you say that you’ve mentored people? Tell me about them
 - Is there a difference to you between being a mentor and a teacher?
 - Do you think age or experience plays a factor in how you mentor?
 - Do you give personal as well as skill-based guidance?
- **Starting the relationship**
 - How do you or they kick off the relationship?
 - What inspires them to get connected?
- **Being a mentor**
 - What qualities do you feel are important in a mentor / instructor?
 - In your experience, are mentorships structured or unstructured?
 - Is it important for mentors to be similar to mentees? In what ways?
- **Mentorship tool**
 - Would you be interested in a tool that helps connect mentors with mentees?
 - What would you want to be part of that tool?

Questions related to being a mentee

- **Background**
 - Have you ever had a mentor?
 - Tell me about him/her/them
- **Starting the relationship**
 - How did you get connected with your mentor?
 - What prompted you to connect?
 - What qualities were you looking for?
 - How did you kick off the relationship?
 - Was this structured or unstructured?
 - Was it important for you to have a mentor that was similar to you? In what ways?
- **Experience**
 - Did you have a good experience with your mentor? Why / Why not?
 - What did you gain from your mentor relationship?
 - How often did you meet with your mentor? Were they structured meetings, or unstructured?
- **Future engagements**
 - Would you be interested in finding another mentor? Why/ why not?
 - What would encourage you to find another mentor?
 - What would stop you from finding a mentor?
 - What qualities would you like the mentor to have?
- **Mentorship tool**
 - Would you be interested in having a tool that helped you find a mentor?
 - Would you use this tool now? When would you use it?
 - Would you prefer to have this tool given to you by an organization, or would you prefer to find it yourself?

Closing / thank you for your time

Additional research questions (time permitting)

- What prompts someone to seek a mentor?
- How is formal mentorship different than informal?
- What qualities does someone look for?
- What makes a great mentorship experience?
- How do you first interact with a mentor?
- What is the difference between a mentor / manager / teacher?
- How important is it to be part of an organization together?
- How much of your mentoring relationship was specifically about skills or industry vs personal?
- What obstacles exist in finding a mentor?
- Do people always want mentors, or only at a particular life stage?