

**LEAD MENTORING PROGRAM**  
**LEADERSHIP EXCELLENCE, ACHIEVEMENT, AND DEVELOPMENT**  
**Initial Mentoring Conversation: Preparing the Relationship**

To Do List	Strategies for Conversation	Questions to Ponder
Take time to get to know each other.	Obtain a copy of your LEAD Mentor's resume in advance of the conversation.	What kind of information might you exchange to get to know each other better? What points of connection have you discovered in your conversation? What else do you want to learn about each other?
Talk about mentoring.	Share your previous mentoring experiences with your Mentor.	What did you like about your experiences that you want to carry forward into this relationship?
Share your learning and development goals.	Describe your Delta and professional career vision, hopes and dreams, and articulate broad learning goals (they don't have to be precise) and the reasons why they are important.	Why do you want to engage in this relationship? What learning goals would align with your vision of the future?
Determine relationship needs and expectations.	Ask your LEAD Mentor what she wants, needs, and expects out of the relationship.	Are you clear about each other's wants, needs, and expectations for this mentoring relationship?
Candidly share your personal assumptions of your role as a LEAD Mentee and limitations that may affect the mentoring relationship.	Ask your LEAD Mentor about her assumptions and limitations. Discuss implications for your relationship.	What assumptions do you hold about each other and your relationship? What are you willing and capable of contributing to the relationship? What limitations do you each bring to the relationship?
Discuss your personal styles.	Talk about your personal styles.	How might each other's styles affect the learning that goes on in the mentoring relationship?

Adapted from Lois J. Zachary, *The Mentee's Guide: Making Mentoring Work for You*