

HMW Questions for College Students

1. **How** might we help students explore career options that align with their skills and interests?
2. **Might** mentorship programs with industry professionals improve students' career readiness before graduation?
3. **We** can provide hands-on career experiences—how do we make internships and mentorships more accessible?

HMW Questions for Master's Students

1. **How** might we connect master's students with mentors who can guide them on specialization and career pathways?
2. **Might** structured networking and mentorship programs help master's students secure better job opportunities?
3. **We** can support work-life balance for master's students—how do we integrate career planning into their busy schedules?

HMW Questions for PhD Students

1. **How** might we help PhD students navigate career paths in academia, research, and industry?
2. **Might** mentorship from experienced researchers improve PhD students' success in publishing and securing funding?
3. **We** can create mentorship networks for PhD students—how do we ensure they are well-connected and supported?

HMW Questions for Career Changers

1. **How** might we help career changers identify and leverage their transferable skills effectively?
2. **Might** mentorship programs with professionals from new industries ease the career transition process?
3. **We** can provide structured mentorship for career changers—how do we ensure personalized guidance for each transition?

HMW Questions for Working Professionals

1. **How** might we help professionals develop leadership skills and advance their careers?
2. **Might** career mentorship programs focused on networking lead to better job opportunities?
3. **We** can support professionals in achieving work-life balance—how do we tailor mentorship to their needs?

HMW Questions for Male Professionals

1. **How** might we help men build strong leadership and negotiation skills through mentorship?

2. **Might** structured career mentorship programs help men navigate competitive work environments?
3. **We** can support men's career progression—how do we ensure they have access to the right mentorship opportunities?

HMW Questions for Female Professionals

1. **How** might we provide mentorship that empowers women to overcome career barriers?
2. **Might** mentorship from female leaders boost confidence and help women break into leadership roles?
3. **We** can create gender-inclusive mentorship programs—how do we ensure equal opportunities for career growth?