



The Center for the Advancement of Mentoring

APPRECIATIVE INTERVIEW QUESTIONS

In a mentoring setting, an appreciative interview asks you and your mentee to look back on your relationship and reflect on positive experiences you've shared and positive growth that has occurred. You can conduct an appreciative interview at any time during the relationship, but it is particularly helpful in easing the transition during closure. You and your mentee might ask each other the following questions:

- Describe a time when you especially enjoyed your mentor's/mentee's company. What were the circumstances during that time?
- Describe a time when you were proud of an activity you did with your mentor/mentee. Why were you proud?
- What skills did you use successfully during activities you completed with your mentor/mentee?
- What would you like to have done more of with your mentor/mentee? Why?
- What would you like to do differently?
- What made your relationship exciting, meaningful, or satisfying?
- How can your mentor/mentee support you or help you in the future?
- Was there a challenge that you were able to successfully navigate during your relationship of which you are especially proud?