



Help Your Protégé Navigate Interviews and Next Steps

How to turn a new job opportunity into a strong start, continued growth, and a more valuable mentorship.

- **Clarify what a strong fit looks like.** Go over what they need from their next role, including the work, manager, team, environment, stability, compensation, and growth opportunities.
- **Turn interviews into coaching moments.** Identify what they learned, what questions remain, and what felt exciting or concerning. This can improve their search and highlight topics to work on together.
- **Notice what gives them energy or hesitation.** Beyond interview updates, help your Protégé reflect on what they are learning about themselves. Which conversations build confidence? Which roles or environments create doubt? These patterns can help them make a more thoughtful decision.
- **Look closely before they say yes.** If an offer is made, discuss what they still need to know about the role, expectations, benefits, culture, growth potential, and long-term fit before accepting.
- **Plan for a strong start.** Once they're close to accepting, help your Protégé think through their first 30, 60, and 90 days: what to learn first, which relationships to build, how to make a strong impression, and where early wins may be possible.
- **Read the workplace.** Discuss how communication happens, how meetings are run, how decisions get made, how feedback is shared, and how to ask questions while still showing initiative.
- **Set the tone with their manager early.** Help your Protégé think through how to clarify expectations, communicate progress, ask for feedback, and navigate unclear priorities before small issues become bigger problems.
- **Turn the new role into career momentum.** After your Protégé accepts a position, discuss which skills to build, relationships to develop, habits to form to help them succeed, and ways the role can support their next stage of growth.
- **Questions for your next meeting:**
 - What are you hoping this next role will help you build?
 - What have you learned from your recent interviews?
 - What questions do you still need answered before accepting an offer?
 - What would a strong first 90 days look like?
 - What parts of starting a new job feel exciting or uncertain?
 - How can I be most helpful as you move from interviewing to starting the role?