



Keep Growing After You Settle In

Use your Mentor to notice patterns, make better decisions, and grow intentionally

- **Bring the real situation, not the polished version.** Your Mentor can help most when you share what actually happened: what was said, what you did, what felt unclear, and what you are unsure about now.
- **Look for patterns, not just one-off problems.** If the same issue keeps showing up, missed deadlines, unclear communication, difficult feedback, low confidence, or tension with a coworker, it may be pointing to a skill or habit worth building.
- **Ask for judgment, not just advice.** Instead of only asking, "What should I do?" ask, "How would you think about this?" or "What am I not seeing?" Your Mentor can help you understand the situation, not just react to it.
- **Learn how your reputation is being built.** Talk through what people may be learning about you from how you communicate, follow through, handle feedback, manage pressure, and work with others.
- **Turn feedback into a plan.** Whether feedback is positive, negative, or unclear, use your Mentor to understand what it means, what to keep doing, what to change, and what to try before the next conversation.
- **See the bigger system around your role.** Discuss who influences decisions, what gets rewarded, where communication breaks down, and how trust is built across teams.
- **Make your growth visible.** Talk through how to share progress, ask for more responsibility, contribute in meetings, and show initiative without trying to prove yourself too hard.
- **Turn challenges into next steps.** The best conversations lead to action. Pick one habit, conversation, question, or next step to try before you meet again.
- **Choose one thing to practice between meetings.** As you settle in, discuss what this role can help you build: skills, habits, relationships, industry knowledge, and a clearer sense of direction.
- **Bring one of these to one of your next meetings:**
 - A situation I am not sure I handled well
 - A piece of feedback I want to understand
 - A relationship I want to improve
 - A pattern I keep noticing at work
 - A decision I need to think through
 - A skill or habit I want to build
 - A place where I want to show more confidence