



Use Your Mentor to Choose Well and Start Strong

As you interview, your Mentor can help you not only land the role, but also prepare to succeed once you start.

- **Identify what you want in your next role.** As you interview, talk with your Mentor about the kind of role, manager, environment, compensation, and growth opportunity that best fits your goals.
- **Go into interviews with better questions.** Use your Mentor to think through what you need to learn before accepting a role, such as how success is measured, how the team works, what the manager expects, and what challenges the person in the role may face.
- **Know your tradeoffs before an offer comes.** Talk with your Mentor about what matters most and where you have flexibility, including compensation, schedule, commute, stability, growth, mission, and the kind of work you want to do.
- **Evaluate the opportunity before you say yes.** Use your Mentor to think through questions about the role, team, benefits, onboarding, and long-term fit before accepting an offer.
- **Plan your first 30, 60, and 90 days now.** Ask your Mentor what success should look like early on, what relationships to build, and what early wins could help you gain credibility.
- **Prepare for the unspoken rules of the workplace.** Discuss communication style, meeting norms, pace, dress, feedback, and how decisions get made so you can adjust more quickly.
- **Build a strategy for working well with your manager.** Ask how to clarify expectations, communicate progress, manage up, and handle situations where priorities are unclear or workload feels unrealistic.
- **Know your strengths.** Identify what you bring to the role and the areas that may feel new. Brainstorm how to showcase your strengths while growing in weaker areas.
- **Continue the mentorship after you accept the job.** Once you start, your conversations can shift from job search support to workplace success, confidence, performance, and long-term career growth.
- **Bring these questions to your next Mentor meeting:**
 - What would make this role the right next step for me?
 - What questions should I ask before accepting an offer?
 - What should I focus on in my first 30, 60, and 90 days?
 - How can I build trust quickly with my manager and team?
 - What workplace habits will help me succeed early?