

AMCTO Mentorship Program - Sample Questions

Sometimes to get meetings and relationships established on the right footing it helps to have a clear idea of what kind of questions to ask. Below are some standard ice-breaker questions for those engaging in a formal mentorship program.

Potential General Questions

- Describe your education, background, volunteer and work experience.
- What knowledge, skills or abilities do you feel are necessary to excel as a successful municipal practitioner?
- Describe the activities of your average workday?
- What are the greatest challenges you are experiencing or have experienced throughout your career?
- Why and how did it come to be that you chose to work in municipal government?
- How do you balance the demands of your position with your family and social activities?
- How are you involved in the community and what type of involvement is generally necessary for someone in your position?
- Can you describe one of your most outstanding professional accomplishments or an achievement you are very proud of?

Potential Municipal Questions

- What overall vision, goals and objectives do you have for your municipality?
- What are some of the major projects or concerns currently facing your community?
- What new procedures or innovations have recently been implemented in your organization?
- How do you foster teamwork and cooperation within your organization?
- Do you have much interface with Council in your role? If so, how have you navigated this successfully?
- What type of contacts have you established with neighboring municipalities?

Personal Questions

While personal questions are likely to arise – both the mentor and mentee should be mindful and respectful of boundaries. A clearly laid out set of expectations is critical however, it is likely that personal circumstances may be revealed during a mentorship relationship. For example, a life changing event like an upcoming marriage or possibly expecting child are likely items individuals will share as they do have impacts and considerations for one's perspective on their career.