EmpowerHer

MENTEE NEEDS AND GOALS SELF-REFLECTION TOOL

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Welcome to the Mentee Needs and Goals Self-Reflection Tool!

Every participant enters the EmpowerHER programme with unique experiences, strengths, aspirations, and challenges. Taking time to reflect on these aspects is an important first step in making the most of your mentoring journey.

This self-reflection tool is designed to help you better understand your current situation, personal and professional goals, strengths, development areas, and the type of support that could help you move forward. It is not an evaluation or a test, but an opportunity for self-awareness and personal reflection.

The results are intended solely for your own development and will help you gain a clearer understanding of your needs, priorities, and aspirations. By reflecting honestly on your experiences, goals, and challenges, you can approach the mentoring process with greater clarity, confidence, and purpose.

After completing this self-reflection, you will be invited to complete the Interest and Personality Compatibility Matrix. The insights gained through this process can help you better understand what you are looking for in a mentor and what type of support would be most valuable for your growth. Together, these tools support a more meaningful and effective matching process between mentors and mentees.

We encourage you to answer openly and use this opportunity to reflect on your goals, strengths, and the steps you would like to take as part of your EmpowerHER journey.

Section 1. Understanding Your Current Situation and Development Needs

1. What motivated you to apply for the EmpowerHER programme at this stage of your life? What challenges, aspirations, or opportunities influenced your decision?

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2. Please describe your current situation, including any educational, professional, entrepreneurial, or personal experiences that have shaped your journey so far.

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3. What professional, personal, or career-related goals would you like to achieve in the coming months and years?

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4. Are there any goals, aspirations, or next steps that you find difficult to define or pursue at the moment? If yes, please explain.

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5. In which areas would you most like to receive guidance, support, practical knowledge, or real-life experience through the mentoring process?

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Section 1. Understanding Your Current Situation and Development Needs

6. What are the main challenges or barriers currently preventing you from achieving your goals or progressing in the way you would like?

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7. If you could achieve one meaningful change in your professional or personal life as a result of participating in EmpowerHER, what would it be?

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Section 2. Reflecting on Your Skills, Strengths, and Development Needs

1. Think about situations in your life where you felt confident, capable, or proud of yourself. What personal qualities, skills, or experiences helped you succeed?

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2. Are there situations where you tend to doubt yourself, feel uncertain, or hesitate to take action? What do you think contributes to these feelings?

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Section 2. Reflecting on Your Skills, Strengths, and Development Needs

3. When facing an important decision, a challenge, or an unexpected situation, how do you usually respond? What helps you move forward and what makes it more difficult?

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4. What skills, knowledge, or abilities would you most like to develop or strengthen at this stage of your life? Why are these important to you?

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5. What kind of support, learning opportunities, or guidance do you believe would help you grow and achieve your goals more effectively?

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6. How comfortable do you feel using digital tools and technologies in your daily life, work, learning, or communication? Are there any digital skills you would like to improve?

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7. Do you have ideas, projects, career ambitions, or personal goals that you would like to develop further? What support would help you turn these ideas into action?

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Section 2. Reflecting on Your Skills, Strengths, and Development Needs

8. Have there been situations where you have taken initiative, supported others, or accepted responsibility for a task, project, or group? What did you learn from these experiences?

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9. If you could develop three new skills, abilities, or personal qualities through the EmpowerHER programme, what would they be and why?

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Section 3. Preparing for Your Mentoring Journey.

1. What kind of support, guidance, or encouragement would be most valuable to you from a mentor?

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2. Imagine that your participation in the programme has been a success. What positive changes, achievements, or outcomes would you like to see in your personal, professional, or educational life?

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Section 3. Preparing for Your Mentoring Journey

3. What can you personally contribute to make the mentoring relationship successful and meaningful for both you and your mentor?

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Final Reflection

Before moving to the next step, take a moment to reflect on your responses.

1. What are the three most important areas in which you would like to grow or receive support during the mentoring programme?

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2. What is the most important goal or change you would like to achieve through your participation in EmpowerHER?

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Thank You!

Thank you for taking the time to reflect on your strengths, goals, and development needs.
By completing this self-reflection, you have taken an important first step in your EmpowerHER journey. You are now ready to complete the Interest and Personality Compatibility Matrix, which will help identify a mentor whose experience, expertise, and mentoring approach align with your goals and aspirations.
We wish you a meaningful and rewarding mentoring experience through the EmpowerHER programme.