



**Directions:** Sometimes it's challenging to identify what you want to achieve with the support of a mentor. So before you write the goals for your mentoring partnership, try this activity. Remember, the focus of your mentoring partnership could be about your **personal development**, your **career and professional development**, or your **development within your organisation or profession** (or all three!).

**Step 1: OUTER MENTORING FOCUS - BIG PICTURE BRAINSTORM.** Write down all possible ideas about what you could achieve with the support of a mentor. Just write down everything that comes to mind; however, **BIG or small** it might seem.


**Step 2: INNER MENTORING FOCUS – REFINING THE BRAINSTORM.** Now look back at your Step 1 ideas list and ask yourself which ones are the **most important to you in the next 12 months?** Write these down in more detail.


**Step 3: CORE MENTORING FOCUS – REFINING THE REFINING.** Now look back at your Step 2 idea list and ask yourself which ones you are **most committed to achieving in the next 12 months** with the support of your mentor. Make these more specific – use SMART. These could form the basis of your mentoring goals – *discuss with your mentor.*
