

Mentor/Mentee First Meeting Icebreakers

Build rapport, encourage openness, and set the stage for a strong relationship.

Personal but Professional

- “Tell me about your journey—how did you get to where you are today?”
 - “What’s something outside of work that you’re passionate about?”
 - “What’s a win you’ve had recently, big or small?”
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Aspirational

- “What do you hope to get out of this mentoring relationship?”
 - “Where do you see yourself in 2–5 years?”
 - “If time and money weren’t an issue, what would you do tomorrow?”
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Light and Fun

- “If you could have dinner with any three people (dead or alive), who would you choose?”
 - “What’s a book, show, or podcast you’ve enjoyed lately?”
 - “What’s one thing not on your resume that you’re proud of?”
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Experience-Based

- “Have you ever had a mentor or been a mentor before? What was that like?”
 - “What’s been the most surprising thing about your current role or industry?”
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Tip: Choose 2–3 questions to start—then follow the conversation where it naturally goes.