



Mentorship Topics and Activities

Throughout the 9-month program, each mentor-mentee pair will meet at least once per month and complete at least eight activities from the list below.

Some activities are discussion-based, while others encourage participants to take action, attend an event, make an introduction, or apply what they have learned.

Participants may choose the activities that are most relevant to their goals and are encouraged to follow the conversation wherever it naturally leads.

Relationship Building

- Share your career story
- Discuss your career path and key turning points
- Discuss how to build trust with customers, coworkers, and industry peers
- Talk through how to navigate generational differences in the workplace
- Share advice for building a strong personal reputation in the industry
- Invite your partner to join a Peer Mentorship meeting
- Attend a GAWDA event together
- Make a meaningful industry introduction for your partner

Self-Awareness & Personal Effectiveness

- Identify personal strengths and areas for development
- Discuss confidence, self-doubt, and imposter syndrome
- Discuss how stress affects your communication and decision-making
- Discuss how to respond to criticism or setbacks
- Review habits that improve or limit professional effectiveness
- Create a plan for managing time, energy, and priorities

Business & Industry Understanding

- Review an organizational chart
- Discuss how different departments work together
- Tour a facility
- Discuss how strategic decisions are made in your company
- Discuss an industry trend affecting the future
- Discuss the unique opportunities and challenges of working in a family business

Career Growth

- Review your current role and future career goals
- Discuss what skills are needed for the next step
- Identify the experiences, skills, or relationships needed for your next career step
- Discuss how to prepare for leadership before you officially have the title
- Review a resume, LinkedIn profile, or professional bio
- Practice a difficult conversation or leadership scenario
- Discuss work-life balance and career sustainability
- Discuss long-term career goals and the legacy you want to build
- Create a 12-month career action plan

Participants are encouraged to follow the conversation wherever it naturally leads.

Thank you for participating in the GAWDA Mentorship Challenge.