

INDUSTRY MENTORSHIP: FINAL SESSION REFLECTIONS

Step 1: Reflect & Celebrate

Take time to review the mentee's overall progress across the programme.

1. Review the Achievement Record

- **List Key Milestones:** Work together to write down achievements from the year, ranging from major project completions to personal growth moments.
- **Acknowledge Small Wins:** Remind the mentee that achievements do not always have to be major milestones; small steps like improving punctuality, speaking up in workshops, or sending their first cold LinkedIn message are just as significant.

2. Recognition & Celebration

- Show recognition for the mentee's hard work and dedication throughout the cohort.
- Celebrate the milestone together (e.g., sharing a toast over video chat, sending a congratulatory e-card, or giving a thoughtful word of recognition).

Step 2: Structured Reflection Discussion

Use the following core prompts to guide a reflective conversation on personal growth, challenges, and key takeaways.

Example Questions for Reflecting

1. What do you think is your biggest accomplishment during our programme of mentoring?
2. What challenges did you face, and how did you overcome them?
3. What have you learnt about yourself during this experience?
4. What have you taken away from your site visits, building tours, or networking experiences?
5. Name 3 positive changes in how you feel now compared to when you first started the programme.

Step 3: Mapping Goals for the Near Future

Transition from past reflections to future ambitions. Discuss how the skills and frameworks used during mentoring can be applied to upcoming education or career steps.

1. Identify Next Target (Education, Apprenticeship, CV)
2. Review What Worked (Which strategies helped most?)



3. Apply Mentoring Skills to Future Challenges
4. Establish Next Action Items

Key Discussion Questions for Mentor & Mentee

- Is there anything specific you would like to achieve over the next 6 to 12 months?
- How can the goal-setting strategies or networking skills you built during mentoring help you reach those targets?
- What favourite memory or key insight will you take with you into your next steps?