



Mentorship Discussion Guide

The questions below can serve as starting points for mentor-mentee discussions. Asking thoughtful questions can help facilitate meaningful discussions, promote self-reflection, and professional development.

Sample Questions for Mentees to Ask Mentors

These questions are designed to stimulate discussion, encourage self-reflection, and support the mentee's growth and development within pharmacy. As a mentor, it's important to listen actively, provide guidance, and offer constructive feedback based on the mentee's responses.

Clinical practice

- What therapeutic areas or aspects of pharmacy practice are you most passionate about?
- Can you share a recent clinical case you found challenging, and how did you approach it?
- Are there any new guidelines or updates in pharmacy practice that you've recently learned about?

Patient care

- How do you approach patient consultations and medication counseling?
- Can you share an experience where you had to resolve a medication-related issue for a patient?
- What strategies do you use to ensure medication adherence and patient safety?

Pharmacy operations

- How do you prioritize tasks and manage the workflow in the pharmacy?
- Can you discuss any initiatives you have implemented to improve pharmacy efficiency or patient services?
- What challenges have you encountered in pharmacy operations, and how did you address them?

Professional development

- What continuing education activities or certifications are you pursuing to advance your pharmacy career?
- Can you identify areas for professional growth or skill development within your current role?
- How do you stay informed about new medications, therapies, and pharmaceutical technologies?

Regulatory compliance and ethics

- How do you ensure compliance with pharmacy regulations and standards of practice?
- Can you discuss a situation where you had to navigate an ethical dilemma in pharmacy practice?
- What resources do you consult to stay updated on regulatory changes and ethical guidelines?

Interprofessional collaboration

- How do you collaborate with other healthcare professionals, such as physicians or nurses, to optimize patient care?
- Can you share an example of a successful interprofessional collaboration experience in your pharmacy practice?
- What strategies do you use to foster effective communication and teamwork with other healthcare providers?

Leadership and management

- Can you discuss any leadership opportunities or projects you have been involved in within your pharmacy or professional organizations?
- How do you motivate and empower your colleagues to achieve their goals and deliver high-quality patient care?

Below are more general questions both the mentor and mentee can ask each other.

General Questions for Mentors and Mentees

Goal setting and career development

- What are your short-term and long-term career goals?
- How do you plan to achieve your career goals?
- What specific steps have you taken towards reaching your goals?
- Are there any new skills or knowledge areas you would like to develop?

Self-reflection and self-assessment

- What are your strengths as a pharmacist?
- In what areas do you feel you need improvement?
- How do you handle challenges or setbacks in your practice?
- What feedback have you received from colleagues or supervisors?

Work-life balance and well-being

- What strategies do you use to maintain a healthy work-life balance?
- Are there any activities or hobbies that help you relax and recharge outside of work?

Career challenges and opportunities

- Have you encountered any challenges or obstacles in your career?
- How do you handle difficult situations or conflicts in the workplace?

Networking and professional relationships

- How do you build and maintain professional relationships within the pharmacy community?
- Are there any mentors or role models in the field whom you admire?

Leadership and collaboration

- What strategies do you use to foster collaboration and teamwork with colleagues?
- Are there any leadership development opportunities you are interested in pursuing?

Future plans and aspirations

- Where do you see yourself professionally in the next 5-10 years?
- Are there any specific career paths or opportunities you are considering for the future?