

Year-End Discussion Guide

What's Inside

- Our straightforward and easy-to-follow conversation framework for effective, powerful and productive Year-End discussions.

 **HOT TIP:** We strongly recommend that participants use this framework in tandem with our impactful Self-Reflection guide, ideally before their year-end discussion, as it will help fuel a rich dialogue.

Why Year-End Discussions?

Year-end conversations aren't just check-ins—they're opportunities for connection and clarity. Reflection is how we make sense of our experiences. It's where we celebrate our progress, get honest about our challenges, and realign with our goals.

For mentors, it's a chance to lean into vulnerability, ask for feedback and provide guidance from a place of empathy and shared learning. For mentees, it's an invitation to own their growth, acknowledge their resilience, and set intentions for what's next.

These conversations deepen trust, foster gratitude, and remind us that growth is a journey—one we're never meant to walk alone.

Year-End Discussion Framework

 **HOT TIP:** We've provided several options to get the conversation going. You can pick and choose the prompts that you believe will result in the best discussion; it's dealer's choice!

#1 Take a pulse

- What's been a typical day-in-the-life for you recently?
- What are your current priorities?
- How are you preparing for the end of the year?

#2 Look back

- When you think back to yourself, your role/business, or our relationship at the start of the year, what has evolved the most?
- How do you feel about your progress?
- When have you felt most motivated this past year?
- What are you most proud of?
- What challenges did you overcome, and how did you grow from them?
- Is there anything I do that you find particularly helpful?

#3 Look ahead

- In what ways do you want to grow next year?
- Is there a new skill or challenge you'd like to tackle?
- What would success look like for you a year from now?
- What's one thing you think I could do differently to maximize our sessions next year?

#4 Close it out

- Do we have any action items to set to begin the new year on the right foot?
- How do you feel about the discussion we had? Was it helpful?
- "Thank you for trusting me with your journey this year. I've learned a lot from working with you."

As you wrap up this conversation, take a moment to honour the growth, resilience, and courage that brought you here. Reflection is powerful, but it's what we do with those insights that shapes the path ahead. So don't forget to turn insights into actionable next steps—clear, intentional, and aligned with the identified goals. Remember, growth is about showing up, staying curious, and being brave enough to continue the journey.