

Challenging with Care: Prompts for Business Mentors

As a business mentor, one of the most valuable contributions you can make is to challenge your mentee's thinking - gently, professionally, and with purpose.

Constructive challenge helps mentees:

- See blind spots
- Consider different perspectives
- Strengthen decisions
- Avoid limiting beliefs

This handout provides prompts to help you challenge with confidence and care - strengthening trust, not undermining it.

USING THESE PROMPTS

Use these questions when you feel your mentee may be:

- Stuck in old patterns
- Avoiding responsibility
- Operating on untested assumptions
- Needing a stretch

Always ask permission before challenging and stay curious, not critical.

10 PROMPTS TO CHALLENGE WITH CARE

1. Can I offer you a different perspective on that?
2. What evidence are you basing that on?
3. Is that a fact, or an assumption?
4. What's the risk if nothing changes?
5. How might someone else in your position approach this differently?
6. What are you avoiding by taking this approach?
7. How does this align with your original goal?
8. What might a bold version of you do here?
9. If you weren't afraid of getting it wrong, what would you try?
10. What's one step outside your comfort zone you're willing to take?

Tip: Challenge works best when trust has been established and the mentee feels supported. Balance every stretch with space for reflection.