

# Wellbeing Prompts for Business Mentors

## WHY USE WELLBEING PROMPTS?

Business mentors are not therapists, but we do work with the whole person. A mentee may arrive to a session feeling overwhelmed, disengaged, anxious – or simply exhausted. And they may not have the space anywhere else to safely explore how they're coping.

These prompts are designed to:

- Help you open up reflective, human conversations
- Bring awareness to the link between wellbeing and performance
- Encourage mentees to take small, self-led steps
- Stay within professional mentoring boundaries

Use these prompts only with permission and when trust has been established. Not all are appropriate for every session – choose what fits the relationship, timing and context.

## 10 WELLBEING PROMPTS FOR MENTORS TO USE WITH CARE

### 1. "How are you – really?"

A gentle way to go beyond the surface. Use a warm tone and pause for the answer.

### 2. "What's taking up most of your headspace at the moment?"

Helps the mentee name sources of distraction, worry or stress that might be affecting focus.

### 3. "What's energising you right now, and what's draining you?"

Encourages reflection on both positives and challenges, with a focus on balance.

### 4. "If there was one thing you could let go of this week, what would it be?"

Useful for helping mentees identify pressure points or unhelpful patterns.

### 5. "What does rest look like for you at the moment?"

Wellbeing isn't just about workload – this helps explore recovery and resilience.

### 6. "When was the last time you said no to something?"

Gently invites reflection on boundaries, people-pleasing, or unsustainable habits.

7. "Who supports you and are you letting them?"

A simple way to uncover isolation or underused support networks.

8. "What would self-compassion look like in your situation?"

This question can be powerful when a mentee is stuck in self-criticism or burnout.

9. "If nothing changes, what's the risk?"

Encourages honesty about long-term impact – on health, relationships or business.

10. "What small action could protect your energy or wellbeing this week?"

Focuses the conversation on choice, ownership and positive next steps.

## WHEN TO SIGNPOST

If a mentee shows signs of distress beyond your remit, you must signpost to appropriate support (e.g. GP, HR, EAP, specialist helplines) and refer to the ABM Code of Conduct.

You are not responsible for solving wellbeing issues – but you are responsible for handling them professionally.