

Development step	Brainstorming questions	Your answers
Preliminary questions	Why does your organization need a mentoring program?	
	Who needs mentoring?	
Leadership	Who could lead this program?	
	Who might be core mentors?	
Needs assessment	What data collection methods could you use to identify needs?	
Road map	What is one goal the mentoring program might achieve?	
	List 2-3 topics the program might cover.	
	List 2-3 pedagogical techniques the program might use.	
	Approximately how many mentees would participate?	
Institutional support	From whom would commitment/support be needed?	
	Who might provide funding?	
Readings and activities	What is one potential source of readings/activities/materials?	
Recruitment strategy	List 1-2 approaches you would use for recruiting mentees.	
Setting expectations	List one item you might put in a mentee agreement.	
Evaluate	List at least one data collection approach and one outcome you would use for evaluation.	