



Questions to Ask Employers or Mentors

- Who do you look up to for inspiration or mentorship and why?
- Did you have any mentors in college? If so how did you find them?
- What is one decision you wish you didn't make? Or conversely the best decision you feel you made for your career?
- What qualities are lacking among today's entry level employees?
- What has been your career trajectory since college?
- How do you continue to grow as a leader?
- How do you keep your team motivated despite conflicts and obstacles?
- What makes you most proud of your career?
- What do you wish you would have known in college or as a young professional that you know now?
- How do you encourage innovation in your organization?
- How would you describe the culture of your organization?
- What advice would you give someone who is just starting their career?
- Tell us about a time when you received constructive criticism on the job and it ended up helping you become more successful on a project/in a role.
- What type of things were you involved in during school that you can attribute to helping you be a better employee?
- What are resources (i.e. books, podcasts, news columns) you may recommend to someone looking to grow their leadership skills?
- When faced with two equally-qualified candidates, how do you determine whom to hire?
- Why do you believe in hiring young talent?
- Why do you think keeping young talent in Memphis is important?
- What type of things were you involved in during school that you can attribute to helping you be a better leader?

Following Up with Employers or Mentors

Option 1: LinkedIn

1. Make the connection within 48 hours of the event.
2. Send a "Thank you" message. Examples are listed below.
 - a. Thank you for your time at (insert event) on (day of week). I learned so much from you and hope we can connect more in the future!
 - b. Hello (Mr./Mrs. *insert name*)! We met at the (insert event) on (insert day/date). Your advice to (insert something you gained) will help me on my journey to start my career in Memphis. Please let me know if there is any opportunity for us to connect in the future. Thank you!

Option 2: Email

1. Email no later than 48 hours after the event.
2. Remind them who you are.
3. Thank them for their time and/or advice.
4. Ask them to keep you in mind for future opportunities.
5. Send resume, if applicable.

Option 3: Social Media

1. If social media information is shared, feel free to follow the account of the employer or mentor.
2. Mention employer, panelist, or mentor with a word of advice you took or thanking them for their time. Do this within 24 hours of the event.
3. Like, comment and retweet posts that are relevant.

Questions? Contact Erin at erin@newmemphis.org.

Visit: <https://www.newmemphislaunch.org/events> to register for upcoming events!