CONSTRUCTION people

Checklist: How to ask someone to be your mentor

Step	Action
Get clear on your goals	Write down what you want to learn, and why.
Research people who've already done it	Do your homework - Read their project profiles, articles, or LinkedIn posts. Focus on achievements relevant to your path.
Make initial contact	Start with a casual coffee or chat.
Ask clear, specific questions	Skip the generic stuff. Instead, ask how they handled a real challenge or decision you're likely to face yourself.
Follow up and keep them updated	Send a quick note after each catch-up with what you've actioned. It shows you value their advice.
Ask for ongoing mentorship	If the chat goes well, suggest something manageable, like quarterly check-ins or a quick review of your approach to a tricky project. Keep it specific so it feels realistic for them.
Keep it easy for them	Offer flexible times, be specific about what you need help with, and always respect their schedule.
Build multiple mentors	One mentor can't cover everything. Mix it up and broaden your learning through different expertise.
Know when to move on	Not every mentorship will be the right fit. The right mentor will make you feel supported and challenged in the best way.