



Example Questions to Help Guide Your Conversation

Education, Career, and Business

“Can you describe the history of this mentoring relationship and what it has meant to you and your career?”

“How did ____ influence your decision to go into medicine?”

“What experience has had the biggest impact on how you approach your work today?”

“Can you tell me about a career lesson that you learned the hard way?”

“What challenges have you faced managing your practice?”

Health and Wellness

“What does a healthy work-life balance look like for you?”

“How do you fill your days outside of work, and how do those activities make you a better surgeon/practitioner/healthcare employee?”

“What are your favorite habits or tricks for staying healthy?”

“What life advice would you give to a younger version of yourself?”



Patient Experiences

“How has your experience/injury changed the way you live your life?”

“Is there anything you wish you knew then that you know now?”

“What were the best and worst aspects of the care you received?”

“What advice would you give to someone else in the same situation?”

Diversity, Equity, and Inclusion

“What obstacles have you faced as a ____ in orthopaedics?”

“Can you tell us a story about a time you overcame one of these obstacles?”

“In what areas have you seen the most change regarding DEI efforts and what areas still need more work?”

“Do you feel like you can be your authentic self in your profession? Why or why not?”



Example Questions to Help Guide Your Conversation

Community and Volunteerism

“What motivates you to get involved in your community?”

“How has contributing to a cause or volunteering impacted your life?”

“What are the main issues and challenges faced by your community?”

“If others would like to get involved, what advice would you give on where to start?”

Life Lessons

“What’s the most valuable lesson you’ve learned outside of orthopaedics? Who taught you this lesson?”

“Can you tell us about a mistake you made that had an overall positive impact on your life?”

“Is there anything you would do differently if given the chance?”

“What do you hope your legacy will be?”



Family and Friends

“Do you have any advice for parents who work in medicine about how to guide (or not guide) their children’s career decisions?”

“How do you think ____ would prefer to be remembered?”

“How did ____ have an influence on you?”

“What has been the most formative relationship in your life?”

“How would you describe ____’s style?”

Hobbies

“What activities do you like to do in your time off?”

“Do you have any hobbies now that a younger version of yourself would have found surprising?”

“How do you combine your personal interests with your work?”

“How do you make time for fun?”

“Are there any hobbies you’d like to try?”