



## Common Goal Examples in Mentorship

Setting a meaningful goal is a core part of the Banff & Lake Louise Hospitality Mentorship Program. Arriving with a clear focus helps shape your mentoring conversations, gives your meetings purpose, and ensures your time together feels productive and rewarding.

In this program, **mentees take the lead on setting goals**, and mentors help build the roadmap, offering guidance, perspective, accountability, and encouragement along the way. Goals should be realistic, relevant, and achievable within the **six-month** program window.

Below are examples to help you get inspired as you think about what you want to work toward.

### Mentee Goal Examples

These are examples of goals that fit naturally within the mentorship journey:

- Map out your career path and future progression
- Build confidence in leadership skills like delegation, negotiation, or budgeting
- Work through a complex challenge you're currently facing at work
- Explore a specific niche of the hospitality industry you're curious about
- Gain new perspectives from areas outside your expertise (procurement, HR, communications, sustainability, etc.)
- Become more comfortable with giving and receiving constructive feedback
- Learn strategies to support a healthier work-life balance
- Prepare for a transition, such as moving into leadership or planning for eventual retirement

## Mentor Goal Examples

Mentorship is a two-way experience, mentors also grow through this process. Before you begin, think about what you'd like to gain from mentoring:

- Strengthen your leadership and coaching skills
- Deepen your understanding of emerging workplace trends (DEI, AI, workforce development, etc.)
- Build confidence in serving as a thoughtful advisor
- Improve communication and active listening
- Develop your own soft skills by guiding someone else's growth

## Goal-Setting Expectations

To help keep you aligned and focused, use Mentorloop's **SMART goal framework**, which includes goals that are *Specific, Measurable, Achievable, Relevant*, and *Time-bound*.

Mentorloop's built-in goal tools will guide you step by step, and you can revisit and refine your goals as the program unfolds.

## Helpful resources:

- [Setting SMART Goals](#)
- [The Mentoring Agreement](#)