



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](#)