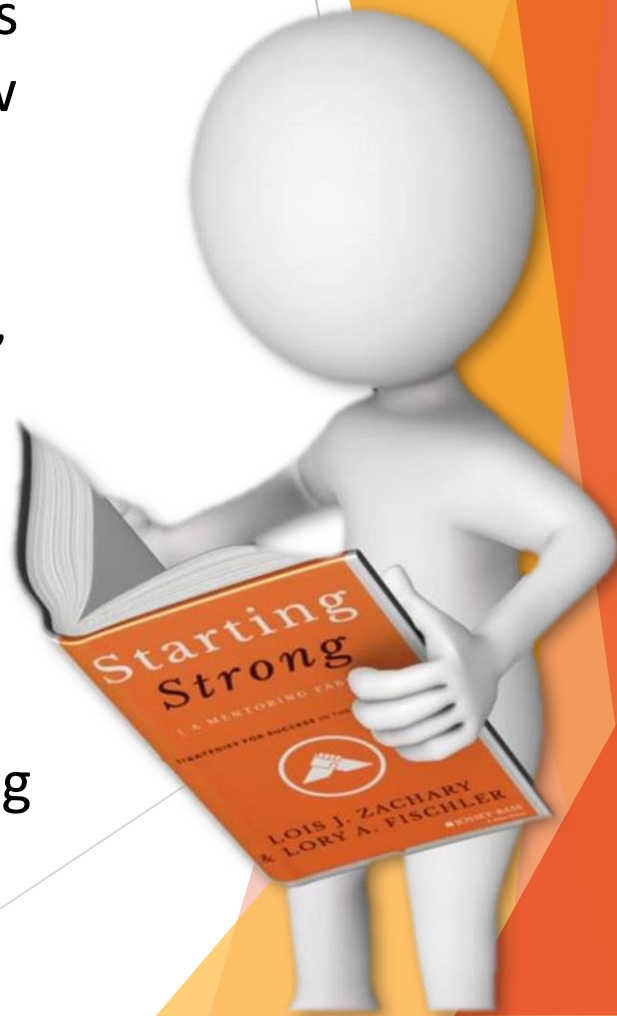


Readers' Book Club Guide

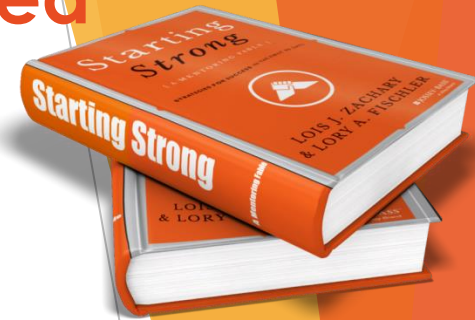
Starting Strong: A Mentoring Fable

In a nutshell, *Starting Strong* invites you to listen in on six mentoring conversations as they unfold over the first 90 days of a new mentoring relationship. The dialogue between the mentor and mentee reveals valuable lessons about how to build trust, establish mentoring agreements, set mentoring goals, identify learning opportunities, address stumbling blocks and create mutual accountability. We provide a Mentoring Conversation Playbook designed to assist you in creating your own personal six conversations.



How to Get Your Group Discussion Started

- Ask one member to describe Cynthia's background and character traits.
- Ask a second member to describe Rafa's character traits.
- Choose one of the questions below and ask each person in turn to comment.
- Put each of the questions on the next page on an index card. Ask each member to select a card and answer the question. If your group is large, form smaller groups of three. Each triad discusses the question and reports back to the whole group.
- Download the [audible.com](https://www.audible.com) version of *Starting Strong* and play excerpts from it to trigger discussion.
- Pick a specific passage from the book, an idea, a line of dialogue—and ask members to comment on it.
- Ask a group member to summarize Cynthia and Rafa's first 90 days.
- Prepare a handout with select quotes from the book that you think might resonate with group members.



Discussion Questions

1. Are the characters or their circumstances familiar to you?
2. Which of Cynthia and Rafa's individual characteristics do you most admire?
3. Do you think generational differences play a part in Rafa and Cynthia's relationship? How so? How do their generational differences play out?
4. Do Cynthia and Rafa react the way you think you would in similar circumstances?
5. How does the CTBN's culture compare with your organization's?
6. In what ways do Cynthia and Rafa grow or change as their relationship develops?
7. If you could ask Rafa or Cynthia one question what would it be and why?
8. Consider the ending. Did you expect it or were you surprised?
9. Identify a passage, excerpt, or conversation that struck you as particularly profound or interesting. Why did it resonate for you?
10. What problems, dilemmas, or issues does *Starting Strong* raise for you as a mentor?
11. Have you faced similar issues in your own mentoring relationships?
12. In what ways did *Starting Strong* affirm your prior views or validate your current thinking?
13. Did you learn something new reading this book? What new perspectives did you gain from reading the book?
14. How will you apply what you learned as a result of reading this book?

About the Authors

Dr. Lois Zachary

Dr. Lois Zachary is president of [Leadership Development Services, LLC](#), a Phoenix-based consulting firm that specializes in leadership and mentoring, and is director of its [Center for Mentoring Excellence](#). She is an internationally recognized expert on mentoring excellence and has been cited as “one of the top 100 minds in leadership” today. [The Mentor’s Guide](#), now in its second edition has become the primary resource for organizations interested in promoting mentoring for leadership and learning, and for mentors seeking to deepen their mentoring practices. With her best-selling books [Creating a Mentoring Culture](#) (2005), and [The Mentee’s Guide](#) (2009), which she wrote with Lory Fischler, Zachary has created a comprehensive set of resources for promoting organizational mentoring sustainability.

Lory Fischler

Lory Fischler is a senior associate of [Leadership Development Services](#) and program director of its [Center for Mentoring Excellence](#). She is an award winning facilitator, having been recognized by Motorola as distinguished instructor of the year, and expert in the areas of team building, negotiation, and facilitation. For almost thirty years she has traveled the globe delivering mentoring and leadership training. In addition to coauthoring [The Mentee’s Guide](#), she has published articles on mentoring and leadership development.



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