The Protégé’s Guide to Interview Mentors

First, submit a Protégé Interest Form:
The first step to finding a Mentor is to submit a Protégé Interest Form. It is important that you fill out this form entirely, as it is the potential Mentor’s first impression of you. If you have not already indicated a Mentor with whom you would like to work on the Protégé Interest form, the Mentor Program Manager will contact you to discuss Mentors that would be a good fit for you and your needs. Prior to speaking with the Mentor Program Manager, review the Mentor Bios, as this will give an idea of what kind of Mentor might be a good fit for you. The Mentor Program Manager will also suggest that you take the Kolbe A™ assessment, free of charge, to help determine how you naturally work and approach tasks, and will help us determine a good match for you. More information about the Kolbe assessment will be provided to you prior to taking the assessment.

The importance of responding to potential Mentors:
Just like you, Mentors are business owners and their time is valuable. Once you have identified potential Mentors you might like to work with, the Mentor Program Manager will provide the Mentor(s) with your contact information and your Protégé Interest Form. We ask that the Mentor contact you within one week of receiving this information. Please respond to the Mentor’s communication in a timely manner. A prompt response will demonstrate your commitment to an effective Mentor-Protégé partnership.

Be prepared to speak with possible Mentors:
Take time to think about what it is that you are looking for from a Mentor-Protégé relationship prior to talking to a Mentor. The following questions are examples of possible questions that a Mentor may ask of you to help you both determine if the relationship is a good fit.

1. Tell me more about why you think the Mentor Program is a good option for you and your business?
2. What led you to add financial services your business?
3. What led you to choose HD Vest as your broker-dealer?
4. How your current business and office set up?
5. What challenges are you currently facing in your business?
6. What type of services do you currently offer, or plan on offering in the future (commission, insurance, advisory, and banking business)?
7. How would you describe your philosophy on financial planning?
8. What are your goals for the year? What are your long-term goals for the next 5-10 years?
9. The goal of the mentor program is to increase your Rolling Gross by $30,000 in 2-3 years, is this something that you are committed to doing?
Protégé Interview Guide of Potential Mentor(s)

The intention of the interview is not just for the Mentor to decide if you are a good fit for them, but also to determine if you feel that it is a good match. Below are some customizable talking points to help you prepare for the call.

1. Share with the Mentor why you think the Mentor Program is a good option for your business:

2. Ask the Mentor to share some more information about themselves, such as:
   a. What has been your experience as an HD Vest Mentor and Advisor?
   b. Ask the Mentor to share their philosophy of providing financial planning to their clients:
   c. Inquire about the Mentors practice, do they have a tax client base, or have any partners?
   d. Ask the Mentor about their expectations of the protégés that they work with:
   e. Inquire about the Mentor’s Kolbe score and ask them to explain how they typically approach tasks:

After discussing some of your questions, the Mentor will seek more information about you and your goals. Be honest with the Mentor if you do not believe that you would be a good fit for their mentoring style. We ask the Mentor to do the same if they believe there is a better-suited Mentor for you and your business. Everyone’s approach to work and tasks is different, and it’s important that both the Mentor and Protégé feel the relationship will be beneficial and productive. If at any time you have questions, email the Mentor Program Manager at MentorProgram@hdvest.com