

## GUIDING QUESTIONS FOR THE APPLICATION

1	Please describe your current professional situation addressing the following questions.
1a	What was your main motivation for choosing your current position?
1b	What about your current professional situation seems so valuable to you that you would like to keep it in the future, even if you were to change career paths or positions?
2	Please describe what thoughts you have about shaping your future career.
2a	What changes in your professional situation do you think are important in the near future to help you achieve your longer-term goals?
2b	Which options (career paths, career goals) are you considering? Which options are you less inclined to envision for yourself at the moment?
2c	What about these options seems interesting to you?
3	Please describe your career development activities to date.
3a	What career guidance opportunities have you taken advantage of in the past, at your Helmholtz Center, or at other jobs?
3b	To what extent were you able to benefit from these opportunities? What have you possibly found missing?
4	The COMPASS mentoring program supports mentees in finding a suitable mentor for themselves. In order to provide you with the best possible support in this process, the framework program includes various workshops.
4a	For what reasons might it be valuable for you to reflect on your competencies, your achievements, and your future goals in the context of the accompanying workshops?
4b	What do you expect from the exchange with a mentor?
4c	In what ways could you contribute to a lively, fruitful exchange among the mentees?