



## ASHK CAREER CONNECT (PILOT 2026)

# Advisor Guide

Everything you need before your first session — keep this handy

## WHAT YOU SIGNED UP FOR

*One conversation. One hour. One ASHK member who just needs an honest perspective from someone who has lived the journey.*

*Each meet-up is a one-off engagement, with no long-term commitment required from either party.*

## THE BASICS

### YOUR COMMITMENT

- 1 session per month minimum
- You set your own availability
- You choose the format (coffee, lunch, virtual)
- No long-term obligation

### YOUR ROLE

- ✓ Career perspective from your experience
- ✓ Honest, candid conversation
- ✓ Confidentiality — always
- ✗ Not a job referral or recruitment

## HOW TO RUN A GREAT SESSION

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<b>01</b>	<b>Let them lead</b> Ask what they want to get out of the session in the first two minutes. This is their time, not yours. Resist filling silence with your story.
<b>02</b>	<b>Share experience, not prescriptions</b> 'Here's what I did when I was in a similar situation' lands better than 'you should.' You don't know their full context.
<b>03</b>	<b>Help them clarify the real questions</b> Often, the question they ask isn't the question they mean. A simple 'What's the decision you're actually trying to make?' can unlock the whole conversation.
<b>04</b>	<b>End with 2–3 concrete next steps</b> Even one clear action item makes the conversation feel worthwhile. Ask: 'What will you do differently after today?'
<b>05</b>	<b>It's okay to say 'I don't know'</b> Your value is perspective, not omniscience. Referring them to someone better placed is itself good advice.
<b>06</b>	<b>Keep it confidential — fully</b> Don't discuss the participant's situation with colleagues, even anonymously. This is non-negotiable and is what makes the scheme work.

## FOR JUNIOR & MID-LEVEL ADVISORS

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### **You don't need 20 years of experience to be useful.**

Participants close to your career stage often find your perspective more relatable than a senior's. Your strength is recency — you remember what it felt like to be where they are. Your mistakes are useful. Your recent experience is honest. You don't need all the answers; you need to ask better questions.

## AFTER THE SESSION

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ASHK will send you a short survey (2 mins, anonymous). Your feedback helps improve the programme. The participant receives a separate survey — responses are never shared between parties.

## ENQUIRES

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