



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 session. 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

01	Let them lead 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.
02	Share experience, not prescriptions 'Here's what I did when I was in a similar situation' lands better than 'you should.' You don't know their full context.
03	Help them clarify the real questions 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.
04	End with 2–3 concrete next steps Even one clear action item makes the conversation feel worthwhile. Ask: 'What will you do differently after today?'
05	It's okay to say 'I don't know' Your value is perspective, not omniscience. Referring them to someone better placed is itself good advice.
06	Keep it confidential — fully 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

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

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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