

A critical component of a successful mentoring relationship is clarity of commitment and expectations.

During the first three to six months, both the mentor and mentee are getting to know each other, and building trust. During this time, both the mentee and the mentor begin to develop expectations of each other. The interaction which occurs at this stage will lay the foundation for a strong and beneficial relationship.

**Mentors and Mentees Need to Agree on:**

- \_\_\_ Scheduling and logistics of meetings.
- \_\_\_ Frequency and mode of communicating between meetings.
- \_\_\_ Responsibility for rescheduling any missed meetings.
- \_\_\_ Confidentiality.
- \_\_\_ “Off-limits” conversations.
- \_\_\_ Giving and receiving feedback.
- \_\_\_ Working with formalized mentee goals.

*Do not wait for leaders; do it alone, person to person.*  
- Mother Teresa