

# MENTORSHIP STARTER KIT

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## ## Why This Kit?

Good mentorship changes trajectories.

Badly structured mentorship \*\*wastes time and breeds quiet frustration\*\*.

This starter kit gives you a \*\*lightweight structure\*\* for the first 90 days of a mentoring relationship - whether you are the mentor or the mentee.

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## ## 1. Clarify the Relationship

Use these questions in the first meeting:

**\*\*For the mentee:\*\***

- "Why do you want a mentor now?"
- "What would 'success' look like after 6-12 months?"
- "What three areas do you most want to grow in?"

**\*\*For the mentor:\*\***

- "Where do I realistically have capacity to help?"
- "What will I not be able to provide?"

Agree clearly:

- Primary focus (e.g. career, leadership, faith, relationships, entrepreneurship)
- Meeting frequency (e.g. monthly / every 6 weeks)
- Typical duration (e.g. 60-75 minutes)

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## ## 2. Ground Rules

Suggested covenant:

1. \*\*Confidentiality:\*\* what is shared stays in the mentoring space, unless there is risk of harm.
2. \*\*Honesty:\*\* we will not pretend or perform.
3. \*\*Responsibility:\*\* the mentee owns their life; the mentor is a guide, not a saviour.
4. \*\*Preparation:\*\* mentee comes with questions, updates and decisions to discuss.
5. \*\*Boundaries:\*\* we respect family time, work commitments and communication limits.

You can literally read this aloud and agree together.

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### ## 3. Meeting Template

A simple agenda:

#### 1. \*\*Check-in (10-15 mins)\*\*

- What has happened since we last met?
- Highlights? Low points? Any surprises?

#### 2. \*\*Deep dive (30-40 mins)\*\*

- One or two key themes: decision, conflict, opportunity, pattern.
- Ask questions before giving advice.

#### 3. \*\*Decisions & actions (10-15 mins)\*\*

- What will you DO before our next meeting?
- What obstacles do you anticipate?

#### 4. \*\*Encouragement & challenge (5 mins)\*\*

- Name one strength.
- Name one area to watch or work on.

If you share faith, you can close with a short prayer. If not, still close with \*\*intentional encouragement\*\*.

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### ## 4. Role of the Mentee

The mentee commits to:

- Show up \*\*on time\*\* and prepared.
- Send a short \*\*update email or message\*\* before each meeting:
  - Key wins
  - Key challenges
  - Key decisions to discuss
- Act o