

## 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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## 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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## 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