

# Mentorship Starter Kit

Presence over performance. Craft over clout.

# Covenant

**We commit** to show up, tell the truth, and do the work.

**Confidentiality:** Chatham rules.

**Cadence:** Weekly/bi-weekly, 60–75 minutes.

**Ends:** When the mandate is met or either party withdraws with thanks.

Mentor: \_\_\_\_\_ Date: \_\_\_\_\_

Mentee: \_\_\_\_\_ Date: \_\_\_\_\_

## 12-Week Arc

**Weeks 1–3 — Clarity:** mandate, constraints, standards.

**Weeks 4–6 — Craft:** habits, reps, review loop.

**Weeks 7–9 — Proof:** ship artifacts, gather evidence.

**Weeks 10–12 — Endurance:** systems, hand-off, next horizon.

## Meeting Script

**Report (10m):** what you did, what moved, blockers.

**Review (20m):** inspect artifacts (not promises).

**Teach (20m):** one pattern/tool, pressure-tested.

**Assign (10m):** one clear deliverable + deadline.

**Record (5m):** log in evidence tracker.

# First Three Sessions

## Week 1

Mandate, standards, constraints. Deliverable: one-page Mandate.

## Week 2

Time budget & operating rhythm. Deliverable: Weekly Rhythm with hard edges.

## Week 3

First artifact shipped. Deliverable: one finished micro-asset + review criteria.

# Evidence Log

Date	Artifact/Action	Standard Tested	Outcome/Evidence	Next Step

## Question Bank

"If it were gone tomorrow, what would remain true?"

"What is the smallest proof that this works?"

"What constraint—if honoured—would raise quality?"

## A6 Handouts — Two-Up

**Mentor Card:** cadence, red-flag list, “say no” script.

**Mentee Card:** weekly checklist, submission format, review criteria.



