

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.

