

LEAD MENTORING PROGRAM

LEADERSHIP EXCELLENCE, ACHIEVEMENT, AND DEVELOPMENT Mentoring Negotiating Questions and Outcomes

The negotiating phase is a process of conversation, consensus, and commitment. Partners engage in a conversation about how the learning process will unfold and what outcomes they hope to achieve during the relationship.

Outcomes	Questions Answered
Well-defined goals	<ul style="list-style-type: none"> What are the specific learning outcomes desired from this relationship?
Success criteria and measurement	<ul style="list-style-type: none"> What are the criteria for evaluating successful accomplishment of learning outcomes? What is the process for evaluating success?
Delineation of mutual responsibility	<ul style="list-style-type: none"> Who will be responsible for what?
Accountability assurances	
Relationship ground rules	<ul style="list-style-type: none"> What are the norms and guidelines we will follow in conducting the relationship?
Confidentiality safeguards	<ul style="list-style-type: none"> How do we protect the confidentiality of this relationship?
Boundaries	<ul style="list-style-type: none"> What are the not-to-exceed limits of this relationship?
Protocols for addressing stumbling blocks	<ul style="list-style-type: none"> What stumbling blocks might we encounter? What process should we have in place to deal with them as they occur?
Consensual mentoring agreement	<ul style="list-style-type: none"> What do we need to include to make this agreement work for us?
A work plan for achieving learning goals	<ul style="list-style-type: none"> What is the process? What are the steps for achieving the goals?

Adapted from Lois J. Zachary, *The Mentor's Guide: Facilitating Effective Learning Relationships*