



Womenship Mentoring Contract

To ensure that the mentoring relationship is beneficial to both parties, Mentee and Mentor, the following forms the basis upon which Mentee agrees to commit within Womenship – EPWN Mentoring Programme.

Mentee agrees:

- To invest and commit to the mentoring process and relationship: have time to dedicate to the development process, ensures the minimum conditions for the mentoring relationship evolve positively, namely in terms of quality time (focus, no interruptions, keep to time, use Mentor's time productively), honour commitments, work between the mentoring sessions, have a clear agenda for the sessions and be specific in terms of work plan
- To be the more active party, establishing the dynamic and pace of the relationship (meet, speak or e-mail on a regular basis), defining the agenda of the sessions, completing the work required
- To have a honest and open interaction with the Mentor
- To meet and work with Mentor in a regular basis (It is envisaged that meetings will be monthly (2 hours per month session) and will last for one year or fixed as appropriate). Alternatively, have a regular time booked for a phone call each month
- To clarify and identify some development objectives and the inherent action plan for the mentoring relationship
- To assure that has the psychological conditions to undertake a mentoring relationship and development process (general well-being, free from anxiety and depression and /or free of psychological distress caused by others/context)
- To abide by the confidentiality rules that will be defined with the Mentor and are generic for Womenship
- To provide feedback and evaluation as requested
- To review, with the Mentor, progress regularly against objectives/plan
- To attend the network meetings and workshops organized by EPWN, where possible,
- If for any reason either Mentee or Mentor is not comfortable in the mentoring relationship, find the working relationship difficult, unproductive or unhelpful for achieving Mentee's goals, then either party can choose to terminate the partnership after consulting with the Mentoring Coordinator and/or Mentoring Supervisor and Follow Up Responsible
- To respect the development aims of this Mentoring Programme

TOGETHER WE PROMOTE THE PROGRESS OF WOMEN IN BUSINESS