



Pleroo Mentoring Coaching Counselling Services

Lethabo Nelwamondo
B A (Hons) Biblical Counselling
CCSA: CO
COMENSA: 4262
14 Pofadder Street, Kinross
Tel: 0646446591
Email: lethabo@pleroo.co.za
Website: www.pleroo.co.za

Mentoring Agreement Form

We are both voluntarily entering into this partnership. We wish this to be a rewarding experience, spending most of our time discussing developmental activities. We agree that...

1. The mentoring relationship will last for 12 months. This period will be evaluated every three to six months and will end by amicable agreement once we have achieved as much as possible.
2. We will meet at least once every 4 weeks. Meeting times, once agreed, should not be cancelled unless this is unavoidable. At the end of each meeting we will agree a date for the next meeting.
3. Each meeting will last a minimum of 60 minutes and a maximum of 90 minutes.
4. In between meetings we will contact each other by telephone/email no more than once every 2 weeks/days.
5. The aim of the partnership is to discuss and resolve the following issues:
 - a)
 - b)
 - c)

6. We agree that the role of the mentor is to:

- value the mentee as a person;
- develop mutual trust and respect;
- maintain confidentiality;
- listen both to what is being said and how it is being said;
- help the mentee solve his or her own problem, rather than give direction;
- provide advice, guidance, and feedback; share their experience and expertise as appropriate; act as a sounding board for ideas and action plans
- provide the tough feedback that mentee need to hear in order to move forward; push mentees to take risks when appropriate; help mentees consider and weigh potential consequences of decisions and actions to avoid the pitfalls and predictable surprises that may occur.
- Focus on the mentee's development and resist the urge to produce a clone."

6. We agree that the role of the mentee is to:

- identify initial learning goals and measures of success for the mentoring relationship
- be open to and seek feedback
- take an active role in their own learning and help drive the process
- Schedule and attend mentor conversations
- follow through on commitments and take informed risks as they try new options and behaviors in support of career and development goals

7. We agree to keep the content of these meetings confidential.

8. The mentor agrees to be honest and provide constructive feedback to the mentee. The mentee agrees to be open to the feedback.

Mentor's signature

Date

Mentee's signature

Review Date