

Omega Mentoring Covenant

Mentoring Covenant

Adapted from Carson Pue's Mentoring Connection seminar.

Name of Mentor: _____ Name of Mentee: _____

1. Identify the relationship at the beginning.

Sometimes mentoring and life coaching relationships develop from pre-existing relationships or personal interactions. Once it is evident that the relationship is moving in the direction of mentoring and life coaching, verbally recognize and articulate this so that the mentoring relationship can be intentionally developed.

Date of Mentoring Covenant: _____

2. Establish a destination for the mentoring season.

Work with the mentee to clearly identify where he/she would like to end up as a result of the mentoring season. Mentees may have unrealistic expectations about both the nature and results of the mentoring relationship. Identifying these things up front will lessen the potential for disappointment on the part of both parties and provide a fixed point of evaluation as the relationship progresses.

Describe the focus of the Mentoring Relationship during this season: _____

3. Determine the frequency and nature of interaction.

In addition to deciding on the frequency of mentoring sessions (once a week, month, year, etc.), look at the type of interactions you would like to have. Will your meetings be in person, over the phone, via email, a combination of all? This may change during the course of the mentoring relationship. It is important to articulate these changes through the phases of mentoring until the termination of the mentoring season.

Describe the frequency and nature of the interaction: _____

4. Establish the desired level of accountability and nature of feedback.

To what degree does the mentee desire to be held accountable in the mentoring relationship. Additionally, how will the mentee like to receive feedback in these areas of accountability both in terms of frequency and type (i.e. written, oral, etc.)?

What degree of accountability is desired? _____

What is the preferred method of feedback? _____

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5. Talk about the boundaries of discussion.

Are there topics that are currently “off-limits” for the mentee, or is there a no-holds barred, “ask me the hard questions” expectation? Always look for clarification before jumping to conclusions.

Are there any topics which are “off-limits,” if so what are they? _____

6. Discuss the level of confidentiality.

Agree on the topics which must remain confidential and those that can be shared elsewhere. You might consider adopting a total confidentiality for the entirety of the mentoring relationship. If a completely open relationship is articulated, then specific items which the mentee wishes to remain confidential must be made clear.

Describe the level of confidentiality: _____

7. Decide on the duration of the relationship or mentoring season.

Each mentoring relationship should have a completion point or at least a point when progress and duration will be re-visited and discussed. Breaking a long duration into shorter segments will help provide exit points for both parties if they feel the process or relationship is no longer needed, effective, or efficient.

Date of Covenant Re-evaluation: _____

8. Be intentional and specific with evaluation and feedback.

Evaluation and feedback need to be provided at specific intervals. The intervals can be agreed upon by the mentor and mentee but should reflect sensitivity to the articulated goals and objectives of the mentoring relationship for each season.

Frequency of evaluation and feedback: _____

9. Make mid-course corrections as necessary.

As with any relationship, changes and adjustments may need to be made along the journey. If you or the mentee sense changes are needed in either process or purpose, articulate and agree upon the changes together. Remember to work from clarification rather than assumption.

We have established the fact that changes and adjustments to this covenant may need to be made in process or purpose and have committed to acknowledge these changes with one another in order to operate from an understanding of clarity and not assumption. Yes_____ No_____

10. Bring closure to the relationship at the appropriate time.

Taking time to review the mentoring journey at the end of the pre-determined time frame helps to bring a sense of closure to the season of mentoring.

When one of us feels that it is time for our mentoring relationship to end, we agree to bring closure to our covenant and honor the confidentiality of what was shared going forward. We covenant to lovingly relate to one another as Christian brothers and sisters into the future. Yes_____ No_____

Signed

Mentor _____

Mentee _____