



Women in Fusion Mentoring Program BEHAVIORAL CONTRACT

Program Expectations:

The following is a mentoring agreement and behavioral contract between _____ (the mentor) and _____ (the mentee).

The aim of the mentor is to respond to the development needs of the mentee and provide appropriate guidance, while the mentee recognizes that the relationship is designed to develop the mentee's career according to their needs. The mentor and the mentee should work together with mutual respect for each other, their time, their privacy, and other responsibilities. They should aim to be open and truthful with one another and the mentor would welcome constructive feedback on the mentee's performance. The mentor aims to encourage the mentee to take control of her own learning.

Hereby, the Mentor agrees to:

- Help the mentee achieve the goals and avoid giving instructions on how to act.
- Help the mentee get access to the information and tools needed to achieve the goals.
- Help the mentee explore options – the advantages and disadvantages of different tools and actions.
- Encourage the mentee to reflect on specific experiences in order to learn from them.
- Actively listen and help the mentee explore her ideas without imposing personal attitudes.
- Ask questions to get the mentee to explore issues more deeply.
- Encourage the mentee to set learning objectives.
- Help the mentee identify, prioritize and plan how to meet the development needs

Hereby, the Mentee agrees to:

- Be honest and open in the conversations with the mentor.
- Acknowledge beside the mentoring sessions the relationship will demand time and work on the mentee's part.
- Be committed in taking responsibility for their own learning.

Signed Mentee

Signed Mentor

Date: