

Mentoring working agreements
Version 1.2
Date: 5.5.2022

Guidelines

- First, in blocks, then aggregate together
 - Do 1,2, 3,4 then aggregate
 - Then next session do 5, 6, 7, then aggregate
 - 3 minutes to brainstorm per question
- Type somewhere else, then paste in
- Revisit in 6 months

1. **Working with others requires risk-taking, vulnerability and openness to new ideas. What needs to be present for that to happen – for you to do your best work?**

Shared agreements:

2. **Given our diversity, we may find ourselves in challenging discussions, dialogues and disagreements. As a member of this working community, what do you need in order to participate in these discussions safely and bravely?**

- a. Notes, unclear what “you need” means
 - i. Does this mean what does “one” need to do this
 - ii. Or what do “I need from others”

Shared agreements:

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3. **What does the mentor/mentee want to get out of this project or experience?**

Shared agreements:

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4. What do you need from the mentor/mentee members in order to feel heard, respected and valued? What can you offer the mentor/mentee so that they feel heard, respected and valued?

Shared agreements:

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5. What are my personal preferences/work styles, related to:
 - a. Independent work
 - b. Group work
 - c. Communication, including boundaries (weekday/weekend)
 - d. Task delegation
 - e. Project management

Shared agreements:

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6. Discuss your specific expectations for the performance of the group as a whole:

Shared agreements:

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7. Discuss the roles that will be needed in order for the team to function and communicate well (process roles) and those that are necessary to complete the project (task roles). When appropriate, identify and assign specific roles. These will shift over time!

Shared agreements:

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