



Expectations - Mentors

- Ensure clear objectives and boundaries are set and agreed from the outset.
- Let your mentee lead the agenda.
- Share your own journey and experiences with your mentee where relevant.
- Be prepared to give guidance and advice where needed or asked for but don't demand that they follow your lead.
- Remain non judgemental leave cultural, social and generational biases at the door.
- **Privacy:** The content of mentoring conversations should be respected and remain private between both parties. We therefore ask that you demonstrate a level of trust with each other and not repeat what is shared at your sessions outside of this relationship. However,
Confidentiality cannot be an absolute. Whilst we ask that each party uphold confidentiality, there may be circumstances, due to what is shared, when this cannot happen. Please refer to the enclosed Confidentiality Policy.
- Pray regularly for your mentee.
- Challenge and provide a different perspective etc. but always balance with support and encouragement.
- Where you can, help with widening your mentee's network and expanding their relationships with others - be their champion!

- Honour commitments in the diary.
- Refer your mentee to Pastoral Care Team if applicable.
- Be teachable yourself - this is a two way relationship.
- Set Homework in the form of Specific, Measurable, Attainable, Relevant and Timely SMART goals.

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