**Reasonable Expectations for Mentors and Mentees**

Mentors and Mentees typically enter their relationships with assumed expectations of each other; in many cases, the expectations are similar or the same. For our purposes at SPC, a mentoring relationship is a partnership with both people showing respect and support for each other. What follows are some common, reasonable expectations; but, the Mentor and Mentee should discuss these expectations early in their mentoring relationship and should add other expectations the two of them may identify.

**Mentors:**

* Accept the relationship on a temporary basis, for approximately 12 months or until one or both of you decides to end it.
* Meet as often as required as your schedules permit.
* Provide help, serve as a learning broker, and be a sounding board for issues relating to the mentee’s duties and responsibilities of being on the Board.
* Provide and be open to feedback. When providing feedback, be honest, direct and respectful.
* Provide suggestions and advice on goals, activities, and progress.
* Keep any commitments made.
* Keep confidences with mentee.
* Work out any minor concerns about the relationship.
* Evaluate the relationship at various points (at least mid-point and ending) within the agreed-upon time period.

**Mentees:**

* Accept the relationship on a temporary basis, for approximately 12 months or until one or both of you decides to end it.
* Meet as often as required as your schedules permit.
* Take the initiative to drive the relationship and be responsible for your development as a board member.