



**MENTOR & PROTÉGÉ AGREEMENT**

The purpose of the CSCE Mentor & Protégé Program is to provide a framework for Mentor and Protégé to improve in their professional lives. It is expected that the Mentor derives a benefit of additional experience managing and guiding the development of a younger member of the Society while gaining an insight into the incoming generation. The benefit to the Protégé is that they have a sounding board to understand the realities of professional life at a more senior level beyond what would normally be within their sphere of practice. Both Mentor and Protégé are engaging in a relationship and commitment to respect each other and operate under a condition of confidentiality. Both parties acknowledge the above and should keep a copy of this agreement and make every effort to fulfil the terms of the agreement.

*All communication must be related to professional development and career navigation, while avoiding discussions that may reveal competitive information and/or professional liability.*

**Protégé Goals:**

The Protégé should establish with the Mentor three professional development or personal growth goals. Goals should be (1) specific, (2) measurable, (3) attainable, (4) relevant and (5) have a defined end date.

	Specific Goal	Metric	Deadline
1			
2			
3			

Mentors and Protégés are asked to commit to the program for 12 months but they can choose to renew on their own terms if both parties are in agreement after that.

Meetings may be in person or by telephone; however, face to face contact is recommended at least once per year. It is expected that meetings will occur at least twice a year with 4 to 6 meetings being recommended. Each meeting should allow enough time for discussion of goals, as well as questions from the Protégé concerning their professional and/or personal development.

*Both Protégé and Mentor are expected to provide a final evaluation of the relationship at the end of the formal program.*

Mentor Signature:

Protégé Signature:

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Mentor (full name):

Protégé (full name):

Date (dd-mm-yyyy): \_\_\_\_\_

Date (dd-mm-yyyy): \_\_\_\_\_