MENTOR-MENTEE COMPACT
(adapted from UAB

This compact is intended to serve as a guideline to facilitate communications between a trainee (mentee) and his/her mentors. It is suggested that the document be thoroughly reviewed and completed by the mentee and his/her mentor individually, and then jointly review and discuss each person's answers in order to reach an agreement. The mentee should re-write the agreed upon answers before the contract is signed and dated by him/her and each mentor. The mentee is responsible for keeping the compact and reviewing/updating it as necessary.

1. What type of assistance does the mentee want from the mentor in achieving their career goals over the next 1-3 years? Where does the mentee hope their career will have taken them in five years?
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________

2. What expectations do the mentor(s) have of the mentee?
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________

3. What expectations does the mentee have of the mentors?
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________

4. How often will you meet?
   ________________________________________________________________
   ________________________________________________________________
   ________________________________________________________________
5. When and where will you meet?
______________________________________________________________
______________________________________________________________

6. For how long?
______________________________________________________________
______________________________________________________________

7. Who will be responsible for scheduling the meetings?
______________________________________________________________
______________________________________________________________

8. What will meeting topics include?
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________

9. What will be the ground rules for discussions? (E.g., confidentiality, openness, candor, truthfulness, etc.)
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________

10. If problems arise, how will they be resolved?
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________

11. Any concerns the mentee wants discussed and resolved?
______________________________________________________________
______________________________________________________________
12. Any concerns the mentors want discussed and resolved?
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________

13. How will you know when the mentoring relationship has served its purpose and needs to be terminated?
______________________________________________________________
______________________________________________________________
______________________________________________________________
______________________________________________________________

14. We have agreed that our initial meetings will focus on these three topics:
   a. _________________________________________________________
   b. _________________________________________________________
   c. _________________________________________________________

15. Any additional areas/issues you want to discuss and agree to?
______________________________________________________________
______________________________________________________________
______________________________________________________________

Mentee Signature __________________________ Date ________________

Mentor Signature __________________________ Date ________________

Mentor Signature __________________________ Date ________________