

# SESAM Mentorship Agreement and Mentee Development Plan



The purpose of this template is to assist you in documenting mutually agreed goals and parameters that will serve as the foundation for your mentoring relationships. This agreement is valid for 2 years or if point 6 applies. This template is expected to be adapted to meet individual needs during the programme.

- 1. Goals** (what you hope to achieve as a result of this relationship; e.g., gain perspective relative to skills necessary for success in simulation practice, explore new career opportunities/alternatives, obtain knowledge of organizational culture, networking, leadership skill development, etc.):
  
- 2. Steps to achieving goals** as stated above (e.g., meeting regularly, manuscripts/grants, collaborating on research projects, steps to achieving independence, etc.):
  
- 3. Meeting frequency** (frequency, duration, and location of meetings):
  
- 4. Confidentiality:** Any sensitive issues that we discuss will be held in the strictest of confidence. Issues that are off limits for discussion include:
  
- 5. Plan for evaluating relationship effectiveness** (e.g., bi-annual review of mentee development plan, goals, and outcomes/accomplishments):
  
- 6. Relationship termination clause:** In the event that either party finds the mentoring relationship unproductive and requests that it be terminated, we agree to honor that individual's decision without question or blame.
  
- 7. Responsibility:** Both parties agree to respect the values of the SESAM Mentoring Programme and this SESAM Mentorship Agreement.

**Mentee's Signature** \_\_\_\_\_ **Mentor's Signature** \_\_\_\_\_

**Date** \_\_\_\_\_