

SCST Certification Mentoring Agreement

A productive mentoring relationship is characterized by:

- Voluntary participation. All parties are willing participants in the mentoring relationship.
- Mutual benefit. Both the mentor and the mentee establish and work toward accomplishing specific learning or development objectives. Effective mentoring is not a one-sided process.
- Confidentiality. All information between the mentor and the mentee is kept confidential and is not shared or discussed with others without permission. Open and honest communication facilitates growth and development.
- Clarity and consensus. The development objectives are clearly communicated and agreed to. There is no “hidden agenda” for either party.
- Commitment. Participants meet regularly (at least monthly) and seek/provide mentoring support.

Mentors provide coaching and serve as a resource for learning, help manage a productive mentoring relationship, and facilitate growth and development.

Mentees take ownership for the mentoring process, actively initiate and establish mentoring relationships, explore development options, and leverage the experience and wisdom of mentors.

Both mentors and mentees identify and work on their own development goals. Mentoring sessions will be established for a mutually agreed upon time. Most sessions will be by telephone and should last between 15-30 minutes. Discussion may focus on assigned goals, progress made since previous meeting, areas that mentee needs additional resources or assistance and goals for the coming month.

Please indicate the learning goals you hope to accomplish in a mentoring relationship.

<u>Mentee Goals</u>	<u>Mentor Goals</u>
<ul style="list-style-type: none">• Learn more efficiently• Network with established professionals• Attain certification <p>Technical areas:</p> <ul style="list-style-type: none">• Purity• Germination• Vigor• TZ• Herbicide Bioassay• ELISA• Electrophoresis• PCR	<ul style="list-style-type: none">• Help other develop• Give feedback• Coach more effectively• Share knowledge <p>Technical Areas willing to mentor in:</p> <ul style="list-style-type: none">• Purity• Germination• Vigor• TZ• Herbicide Bioassay• ELISA• Electrophoresis• PCR

Designate the timing for mentoring meetings:

Monthly:

Day: Time:

Designate length of time for mentoring relationship: Should be 1 year or less.

Start Month/Year:

Completion Month/Year:

Agreed upon by: Mentee _____ Date: _____

Mentor _____ Date: _____

If either party wishes to discontinue the mentoring agreement the committee will work with individuals to establish another mentoring relationship.