FREE PACK · INSIGHTS

Mentoring agreement

Twelve questions to agree before the work starts, under four headings, with a six-week check.

Our mentoring agreement

Mentee	Mentor	Date agreed

Purpose

What does the mentee want to be different by the end?

How will we both know it is working?

What experience, contacts and perspective does the mentor bring, and what is outside it?

Practicalities

How often will we meet, for how long, and in person or online?

Who arranges meetings, and what happens when one has to move?

How long will we run before deciding whether to carry on?

Ground rules

What stays between us, and where are the limits (safety, serious wrongdoing)?

Is anything off limits?

What does the mentee's line manager know, and who tells them?

Can we contact each other between meetings, and how?

Review and ending

When will we review how it is going, and how will either of us say it isn't working?

How will we close it, and what happens afterwards?

Six-week check

Rate together	Not yet	Partly	Yes
We are meeting as often as we agreed			
The mentee brings the agenda			
Something has changed as a result of our conversations			
We can say what isn't working			

What we will change

Keep one copy each. Revisit the agreement at every review; it is meant to change.

Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

greatwithtalent.com/book-demo · +44 (0) 333 012 4649 · greatwithtalent.com/contact