



# The GAWDA Mentorship Challenge

## The Mentorship Commitment

This program isn't about being perfect. It's about being present.

Every mentor and mentee agrees to these simple commitments.

### **1. Show Up**

Commit to one meaningful conversation each month. If life gets in the way, reschedule. Consistency matters more than perfection.

### **2. Be Curious**

Come ready to ask thoughtful questions, listen with intention, and learn from one another. The best conversations are often the ones you didn't plan.

### **3. Keep It Confidential**

What's shared between mentor and mentee stays between mentor and mentee unless both people agree otherwise. Trust is the foundation of every great mentoring relationship.

### **4. Be Honest**

Celebrate successes. Share mistakes. Ask difficult questions. The most valuable conversations usually aren't the easiest ones.

### **5. Respect Each Other**

Respect each other's time, experiences, perspectives, and backgrounds. You don't have to agree on everything to learn from one another.

### **6. Focus on Growth**

This isn't consulting. It isn't coaching. It isn't recruiting. It's two professionals investing in each other's development and in the future of our industry.

### **7. Have Fun**

Some of the best professional relationships begin with a single conversation. Enjoy the journey, celebrate progress, and remember that every great leader was once learning from someone else.

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**A Few Things to Consider:**

- Treat conversations as confidential.
- Don't use the program to recruit employees or solicit business.
- Avoid discussing confidential company information.
- Don't ghost your partner. If you need to pause or step away, communicate.

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**Remember...**

The goal isn't to have ten perfect conversations.

The goal is to build one meaningful relationship.