

**MENTORS AND PROTÉGÉS: AS A PARTICIPANT IN IBTTA'S MENTORING PROGRAM, I AGREE TO:**

- Treat others with respect
- Put an honest effort and commit sufficient time toward each mentoring relationship
- Not promote goods or services nor accept fees or commissions (this is not a sales call)
- Recognize the diversity of the IBTTA community and respect the variety of cultural norms, beliefs, practices, and values it contains

**MENTORS: AS A MENTOR WITHIN THE PROGRAM, I AGREE TO:**

- Support the goals of my protégé
- Model and promote the highest ethical standards
- Maintain the confidentiality of all ideas, products, or materials shared by my protégé
- Avoid the intent or appearance of unethical or compromising practice in relationships, actions, and communications
- Serve as a positive role model, friend, coach, advisor, networker, and career counselor

**PROTOGEES: AS A PROTÉGÉ WITHIN THE PROGRAM, I AGREE TO:**

- Learn about my mentor in advance and be able to articulate how they might help me by sharing their experience
- Create relevant, specific, detailed, and clear mentoring goals related to career growth and leadership skills (this is not for technical training)
- Communicate regularly and openly with my mentor
- Keep commitments and complete any tasks agreed upon by my mentor and myself
- Hold all sensitive information provided through my mentoring relationship in strict confidence