

**SAMPLE  
MENTORSHIP AGREEMENT  
(Between Mentee and Mentor)**

Date

Mentee: \_\_\_\_\_

Mentor: \_\_\_\_\_

We (mentor and mentee) agree to enter into a mentorship relationship for a period of one year. By entering into this agreement, the mentor recognizes his/her role as a professional role model and expects to share advice, experience, and guidance consistent with the Army values and the Warrior Ethos. The mentee understands that the relationship is designed to meet his/her needs, but that primary responsibility for career planning and personal development remains the responsibility of the mentee.

In order to facilitate cooperation and avoid potential obstacles to this relationship, we (the above-named mentor and mentee) agree to the following terms:

Frequency of mentor-mentee contact:

\_\_\_\_\_

Preferred method(s) of communication:

\_\_\_\_\_

Mentoring objectives/goals:

\_\_\_\_\_

Mentor expectations of the mentee:

\_\_\_\_\_

Mentee expectations of the mentor:

\_\_\_\_\_

Concerns:

\_\_\_\_\_

Other: \_\_\_\_\_

We acknowledge that we have discussed this relationship and understand it to be an important developmental opportunity for both participants. We agree to respect the other's personal requests and to maintain confidentiality before, during, and after the mentoring period.

We recognize that our participation in this career and professional development program is voluntary and may require non-duty time. We further understand that either participant may end the relationship without question at any time during the agreement period.

\_\_\_\_\_  
Mentor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mentee Signature

\_\_\_\_\_  
Date