

This document provides some guidance for the CREDO mentoring program.

1. Expectations:

- a. The expectation is that the mentor is available for up to a year, meeting sometime between once a month and once a quarter. However, the mentee may choose to meet less often.
- b. The suggested meeting length is an hour.
- c. Once a match has been formed, it is recommended that you schedule a regular meeting time so the relationship doesn't get lost in the shuffle.
- d. That said, the purpose of the program is to assist the mentee. As such, it should be conveyed to participants that the mentee can choose to end the relationship at any point.
- e. Along those lines, strict confidentiality is expected; mentors are not to reveal details about the conversations absent the mentee's consent.
- f. Mentors are strongly encouraged to pray for their mentees on a regular basis. See Philippians 1:9-11 for an example prayer.

2. Establishing purpose:

- a. Early on it will be helpful to discuss what the mentee is hoping to get out of the relationship
- b. Possible prompts include:
 - i. Further the mentee's vocation
 - ii. Help navigate work/life balance
 - iii. Assist in developing their spiritual life
 - iv. Help connect economics and faith
 - v. Help in handling/addressing professional issues in a Christian way
- c. These prompts are primarily to help focus the conversation. Fundamentally the mentor is supposed to be present to the mentee, not running the meeting but responding to the mentee.

3. Assistance:

- a. Borja and Peter are available should you need assistance or additional resources, though keep in mind the confidentiality of your conversations when contacting them.
- b. Excellent resources are also available through the International Health Economics Association here:
<https://www.healtheconomics.org/general/custom.asp?page=mentorR>