

## Canadian Evaluation Society (CES) – Mentoring Initiative Values-Based Code of Conduct

Within the CES Mentoring Initiative, mentoring constitutes a relationship aimed at benefiting all participants, with primary emphasis on the development of mentees. Mentees expect their mentors to offer them the desired evaluation-related support, advice, or guidance.

### Definitions

**Mentoring:** For the CES Mentoring Initiative, mentoring is defined as a relationship in which mentors furnish mentees with the desired evaluation-related support, advice, or guidance. Mentees at any stage of their careers can participate.

**Mentee:** A motivated individual pursuing professional development through the acquisition of knowledge and competencies, with the guidance of another individual, the mentor.

**Mentor:** An individual who willingly shares their expertise, experience, and ideas with someone seeking professional growth.

### Core Values

The foundation of the mentoring relationship rests upon [CES's core professional values](#):

**Rights and Well-being of Individuals and Communities:** Within the mentoring context, this signifies creating a secure space that "respects and values diverse perspectives and experiences." It safeguards the privacy, confidentiality, and interests of mentors and mentees, while acknowledging their personal, professional, and volunteer boundaries. In instances involving networking or advocacy, participants in the mentoring relationship uphold and enhance each other's standing within their professional networks. This relationship prioritizes the well-being and professional advancement of all parties involved.

**Pursuit of Truth, Honesty, and Transparency:** In the realm of mentoring, this translates to mentors and mentees being forthright, candid, and transparent about their intentions and objectives in the relationship, as well as their own competencies and conflicting values. It is expected that they furnish each other with genuine information and feedback. Any real, potential, or perceived conflicts of interest within the relationship must be acknowledged and disclosed.

**Responsibility to Stakeholders, Society, and the Environment:** In the context of mentoring, this implies that all participants uphold their duty to serve evaluation stakeholders and remain committed to evaluation as a force for positive change in the world. Mentors and mentees value professionalism in their demeanor, maintain independence of thought and integrity of conduct, adhere to accountability, and practice responsible resource management and environmental stewardship.

### Code of Conduct

This Code of Conduct forms the cornerstone of the Mentoring Initiative, and all participants are expected to adhere to its principles.

While the mentoring relationship benefits both mentors and mentees, the primary focus remains on the mentee's development and learning. Consequently, activities should be centered around the mentee's interests.

This Code of conduct delineates suitable behavior—actions and attitudes to be prioritized in the mentoring relationship. As such, the code serves as a guide for mentors and mentees, ensuring that their mentoring relationship is fulfilling and successful. Given that mentoring is a professional alliance, participants are bound by [CES's Ethical Guidance](#).

### **Key Attitudes to Embrace**

- Be consistently polite and respectful.
- Be readily available and engaged in the mentoring relationship.
- Exhibit respect and openness in communication.
- Honor your commitments and the principles outlined in the mentoring agreement.
- Regularly review the agreement and make adjustments as needed to meet the needs of both parties.
- Adhere to punctuality and respect the scheduled meeting times.
- In case of unforeseen circumstances, promptly inform your partner about delays or cancellations, and if necessary, arrange an alternative time suitable for both parties.
- Express your viewpoints clearly, using tact and honesty.
- Listen attentively to your partner and ensure mutual understanding.
- Maintain receptiveness and a positive demeanor.
- Demonstrate adaptability and flexibility in response to circumstances and your partner's needs.

### **Confidentiality of the Relationship**

Respect the confidential nature of the mentoring relationship. Just like any other interpersonal connection, the mentoring relationship thrives on trust. Consequently, any information shared or acquired within this context is to remain confidential, regardless of any agreements between the mentor and mentee or any legal obligations.