

CFA Society France Mentoring Charter

The CFA Society France Mentoring Program is based on voluntary participation and mutual commitment. The success of the program depends on both mentors and mentees actively engaging in the mentoring relationship and making the necessary time and effort to benefit from the experience.

As a mentee, I commit to:

- Actively participate in the mentoring relationship and take responsibility for my own development and objectives.
- Prepare for meetings with my mentor and make constructive use of the time we spend together.
- Dedicate the necessary time to the mentoring relationship throughout the program.
- Attend the in-person events organised as part of the program, whenever possible.
- Communicate proactively with my mentor and inform them in case of any difficulty or change in availability.
- Be open to feedback and different perspectives, and take responsibility for putting agreed actions into practice.
- Respect my mentor's time, experience and confidentiality.

As a mentor, I commit to:

- Dedicate the necessary time to the mentoring relationship and engage consistently throughout the program.
- Listen actively and attentively, seeking to understand the mentee's situation, objectives and perspective.
- Create a safe and non-judgemental environment in which the mentee can openly discuss their experiences, challenges and aspirations.
- Provide constructive and honest feedback, while respecting the mentee's autonomy and individual choices.
- Share my experience, knowledge and perspective in a way that supports the mentee's development, without seeking to impose my own solutions or career choices.
- Respect the mentee's confidentiality and treat information shared within the mentoring relationship with discretion.
- Communicate proactively with my mentee and inform them in case of any difficulty or change in availability.
- Attend the in-person events organised as part of the program, whenever possible.

For both mentors and mentees

Mentors and mentees are encouraged to address any questions or difficulties openly with each other. **If a difficulty arises that cannot be resolved within the mentoring relationship, or if guidance or support is needed, either party should feel free to contact the Mentoring Committee Chair.**

By participating in the CFA Society France Mentoring Program, I acknowledge these principles and commit to making a genuine effort to contribute to a constructive, respectful and rewarding mentoring relationship.