

## **Guidelines for setting boundaries in Mentoring**

### **Boundaries help set the limits of your mentoring relationship.**

It is important to discuss and agree the appropriate boundaries of mentoring between you and your mentee early on. They should be established up front to avoid the possibility of misunderstandings and confusion later.

For both parties to get the best from the relationship, it is essential to stay “in the **Mentoring zone**”:

COACHING	MENTORING	COUNSELLING	DEEP THERAPY
<ul style="list-style-type: none"><li>▪ Business results</li><li>▪ Performance management</li></ul>	<ul style="list-style-type: none"><li>▪ <b>Personal growth</b></li><li>▪ <b>MASONIC understanding</b></li></ul>	<ul style="list-style-type: none"><li>▪ Personal problems</li><li>▪ Life skills</li></ul>	<ul style="list-style-type: none"><li>▪ Psychiatric interventions</li><li>▪ Medical referrals</li></ul>

To help you set these boundaries, here are some suggested discussion topics:

- Mentoring is voluntary for participants – “so what do we talk about?” (See PGL booklets)
- Avoid unhealthy dependence; for example, mentors are not expected to have all the answers or be “on call” 24/7
- Talk about your responsibilities, what you can and can’t do
- Agree frequency, duration and intervals of meetings and/or communications and how this will occur
- Respect confidentiality - agree with each other what this means
- Approach the Provincial mentoring team for assistance
- Should you need discreet advice, or need to highlight issues affecting the relationship, or if you have any doubts or concerns – consult the Provincial Mentor
- Record and review your boundaries using the Mentoring agreement

## **Role of the Provincial Mentoring Team**

The role of the Provincial Mentoring team is to support your efforts through the network of Regional Mentors and the Provincial Mentor is there to provide full guidance and support on any issues.

The Provincial Mentor will also act as a first port of call for all matters going outside the boundaries drawn and act as signpost to other appropriate agencies for external referrals.

For example, the Province has engaged a fully qualified professional counsellor, with internationally recognised qualifications - MA Counselling, MBACP, who is available to all Brethren for advice and support. This service is at the expense of the individual mentee concerned but is nominal in price and will ensure that appropriate professional help is on hand for any serious situations outside the mentoring relationship but within the spirit of Brotherly Love, Relief and Truth.

The mature male counsellor engaged is not a Mason and so remains completely independent from any referral onwards – he makes no reports back to the Province, so the service is completely confidential.

**Talk to the Provincial Mentoring for assistance in setting good boundaries.**