

one ^{up} one down

Mentorship Manifesto



We believe in the learning and development of ourselves through our relationships with others. Others help us to see, challenge and experience versions of ourselves that we might otherwise struggle to realise on our own. We engage in this learning and development opportunity, which we call mentorship.

As mentors, we experience the joy of helping others create the best version of themselves. Through this process, we can better understand the value that we have to offer others as a result of the challenges we have overcome ourselves. We get to observe these challenges through a different lens, which gives us perspective.

We also gain valuable skills that serve us well as leaders, including becoming better listeners, becoming confident in questioning to get to what matters and learning to communicate our own experiences to relate to and guide others. Our reward for showing up and being present for our mentee is watching them flourish, and few things in life are more rewarding than this.

As mentees, we experience the rich learning and development that comes from having a space to express ourselves honestly and to be challenged by new perspectives.

We realise the value of asking for help when we need it and how much there is to learn by having honest conversations about how we feel and what we want.

We allow ourselves to experience the generosity and care of our mentor, knowing that we will pay it forward to someone else when the time comes. We respect our mentors' time and efforts by taking the sessions seriously and being brave about what we share in the conversation, so we get to the essence of the matter at hand and make real progress. In doing so, we share a part of ourselves that might not have shown up in the world before, which is scary and exciting.

Our hope is that the experiences we have through OneUpOneDown mentorship flow out into our wider communities and mentorship starts to become a common practice. In doing so, more people will develop the skills and confidence to build deeply authentic relationships, give their time generously to support one another and don't hesitate to reach for help when they need it. Through our relationships with others, we can collectively improve ourselves.

This is OneUpOneDown mentorship.