

# ASAP Mentorship Program

*Engage in meaningful one-on-one interactions. Grow the field of Adaptation.*

## Exploring Principled Adaptation Practice

The [ASAP Living Guide to the Principles of Climate Change Adaptation](#) (Living Guide) articulates the leading principles for engaging in the practice of climate change adaptation. Mentees may be interested in using this resource as inspiration for a one-on-one mentorship meeting. Here are two ways you may go about doing that:

1. (Less structured, less advance preparation) Engage in an open discussion about the Living Guide and how one could/should apply it to their own practice.
2. (More structured, more advance preparation) Work together to come up with a checklist for good adaptation practice based on the Living Guide, and talk through applying it to a task or project the mentee is working on.

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### Option #1: Open discussion about the Living Guide

Before the meeting:

- Both mentor and mentee read the [Living Guide](#)

During the meeting:

- Mentee and mentor engage in discussion centered around the following questions (or different questions the mentee comes up with)
  - What's one principle articulated in the Living Guide that you think you're doing a good job integrating into your work?
  - What's one principle articulated in the Living Guide that you struggle to integrate into your work?
  - What are some gaps in your professional competencies that hinder your ability to integrate one or more of the Living Guide principles into your work? What other barriers (e.g. organizational capacity, policy barriers) hinder your ability to do this?

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### Option #2: Creating and applying a checklist for good adaptation practice

Before the meeting:

- Both mentor and mentee read the [Living Guide](#)
- Mentee (and optionally, mentor): create a checklist for good adaptation practice based on the Living Guide. To do this, choose 5-10 principles that you want to include in your checklist, and develop a question for each to include in your

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checklist. You can simply restate the language in the Living Guide in a question form, or could use their own interpretation of that principle to write something different. Sample checklist questions:

- How does the action create equal opportunity for traditionally disenfranchised populations within the area of impact?
  - How does the action sustain or enhance the adaptive capacity of ecological systems within the planning area?
  - How does the action support the long-term goal of climate change mitigation?
  - Is the action based on the best available science and climate projections?
  - How may projected future conditions change the long-term impact of this action?
  - Is there a plan for monitoring and evaluating the success of this action?
  - Can the process we're using be modified, adapted, or tailored to fit other contexts?
- Mentee: identify an adaptation-related project or task in your portfolio that you want to assess in real-time with your mentor

During the meeting:

- Mentee (and optionally, mentor): Share and discuss the checklist questions you developed (15 mins)
- Mentee: describe a project or task that you want to use your checklist to assess (5 mins)
- Mentee and mentor: assess the mentee's project or task (40 mins)
  - For each checklist question (or just a few, depending on time/preferences) - mentee talks through how the task/project measures up, and mentor responds with follow-up questions and insight based on their own experience.
  - Based on your assessment, what are some areas for improvement for this project or task?
  - Where are the gaps in your own competencies or in your organization's capabilities that may hinder improvement?

After the meeting:

- Mentees: refer back to your professional develop goals. Does your assessment of the project/task or your discussion with your mentor change your goals? Update accordingly.