

The mentor-mentee relationship cycle

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| <p>STAGE 1:</p> <p>Beginning of the Match</p> | <p>Characteristics:</p> <ul style="list-style-type: none"> ▪ Getting to know each other ▪ The first impressions ▪ Trying to see the positive in the relationship ▪ Bonding | <p>Effective Communication:</p> <ul style="list-style-type: none"> ▪ Ask open-ended questions ▪ Use body language that is open & not guarded ▪ Active listening ▪ Demonstrate empathy ▪ Avoid "prescriptive" communication ▪ Use prompts ▪ Use language that you are comfortable with ▪ Don't be afraid of silence |
| <p>STAGE 2:</p> <p>Challenging & Testing</p> | <p>Characteristics:</p> <ul style="list-style-type: none"> ▪ Mentee challenges ▪ Testing phase ▪ Rethinking first impressions ▪ Difficult feelings or emotions may surface | <p>Effective Communication:</p> <ul style="list-style-type: none"> ▪ Be consistent in your communication, even if it is difficult ▪ Demonstrate respect ▪ Build problem-solving techniques into your open-ended questions ▪ Raise sensitive issues at the beginning of your interactions ▪ Make sure to separate behaviors from who the mentee is ▪ Disclosure of personal feelings and experiences when appropriate |
| <p>STAGE 3:</p> <p>"Real" Mentoring</p> | <p>Characteristics:</p> <ul style="list-style-type: none"> ▪ The relationship begins feeling right again ▪ Trust is established ▪ Growth in the mentee can be observed ▪ A "deeper" bond and connection has been formed | <p>Effective Communication:</p> <ul style="list-style-type: none"> ▪ Continue w/disclosures when appropriate ▪ Avoid advising, and allow youth to actively problem solve ▪ Build off your knowledge of your mentee's strengths to foster deeper discussions ▪ Give positive feedback and don't be afraid to let your mentee know when something has hurt you |
| <p>STAGE 4:</p> <p>Ending</p> | <p>Characteristics:</p> <ul style="list-style-type: none"> ▪ Preparing for closure ▪ Relationship may become deeper or mentee may start pulling away ▪ Reflection | <p>Effective Communication:</p> <ul style="list-style-type: none"> ▪ Find common language to sum up your feelings ▪ Provide feedback that describes growth that you observed ▪ Be prepared to listen and affirm fears that your mentee may have |

Relationship cycle handout adapted, with permission, from Rummell, C (2006). Effective communication in the mentor/mentee relationship cycle. In Cannata, A. (Ed). Ongoing training for mentors: 12 interactive sessions for U.S. Department of Education mentoring programs. Folsom, CA: Mentoring Resource Center.