THE MENTORING RELATIONSHIP

**Supporting the Developmental Relationship[[1]](#footnote-1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Phase** | **Stages** | **Focus** | **Activities** |
| **Beginning** | Initiation and Goal-Setting | Rapport | Share background experiences, values, and learning preferences. Identify relationship purpose and goals.  Align relationship expectations. |
| **Middle** | Cultivation | Collaborate | Select a topic or activity on which to collaborate. |
| **End** | Separation and Redefinition | Reflect | Reflection on lessons learned, future professional development needs. Transition to new relationship that might be collegial, friendship, more informal sounding board, or ad hoc relationship.  Check in from time to time to maintain connection. |

THE MENTORING RELATIONSHIP

**Supporting the Developmental Relationship[[2]](#footnote-2)**

**Conversation Starters**

|  |
| --- |
| Beginning   * What I wish you knew about me is that… or What do you wish your (mentor/protégé) knew about you?[[3]](#footnote-3) * My top three items in each category of ‘must have’ and ‘can’t stand’ are… (Lunsford & Baker 2015). * I tend to: (be on time, procrastinate), (prefer face-to-face meetings, communicate well through email). * My motivation for participating in this mentoring program is… |
| Middle   * At the end of our relationship I hope we have… * In two years I hope to look back on this relationship and be grateful that… * What I most need help with is… * The way I expect to be different after meeting with you is… |
| End   * Mentor: I hope you will stop by from time to time or give me an email update if you change jobs, graduate, etc. * Mentee: May I send you an update from time to time? |
|  |

THE MENTORING RELATIONSHIP

**Supporting the Developmental Relationship[[4]](#footnote-4)**

**Mentee Evaluation of the Relationship**

|  |  |
| --- | --- |
| **Items** | **Possible Responses** |
| Describe the most beneficial aspect of your mentoring relationship to date. | Open-ended question or select one:  Career advice  Learning a new skill  Confidence building  Encouragement  Other [list] |
| Describe the least beneficial aspect of your mentoring relationship to date | Open-ended question or select one:  Useless advice  Infrequence of meetings  Conversations that go on too long  Other [list] |
| I would like more support from my mentor in the following areas | Specific skills, such as… [list]  Networking with others  Specific advice on… [list] |
| I estimate progress on the goals for the mentoring relations to be \_\_\_\_\_\_\_\_ schedule. | Select one:  Behind  On  Ahead of |
| Write the number of times you have communicated in person, by e-mail, etc. with your mentor in the past month. | Numerical list from 0 to 50 |

1. Adapted from “Workshop: Starting and Supporting Effective Mentoring Programs” by Laura Gail Lunsford, PhD, *Mentoring Institute,* (October 2016). [↑](#footnote-ref-1)
2. Adapted from “Workshop: Starting and Supporting Effective Mentoring Programs” by Laura Gail Lunsford, PhD, *Mentoring Institute,* (October 2016). [↑](#footnote-ref-2)
3. Adapted from http://www.washingtonpost.com/blogs/answer-sheet/wp/2015/04/17/i-wish-my-teacher-knew-poignant-notes-from-students/ [↑](#footnote-ref-3)
4. Adapted from “Workshop: Starting and Supporting Effective Mentoring Programs” by Laura Gail Lunsford, PhD, *Mentoring Institute,* (October 2016). [↑](#footnote-ref-4)