

The Mentoring Life Cycle – Best Practice

Building Rapport

This initial phase of the mentoring relationship is about the mentor and the mentee getting to know each other and deciding if you want to progress the mentoring relationship. This is also the point at which both parties set expectations and agree 'ground rules' surrounding what they will do together, logistics etc.

Setting Direction

The second phase relates to gaining clarity on the aims of each party and achieving a sense of purpose to the relationship. It is the role of the mentor at this stage to help the mentee assess their situation, attributes, skills and knowledge and what it is that they want to achieve. Initial goals are articulated which may change and be replaced as time moves on.

Progression

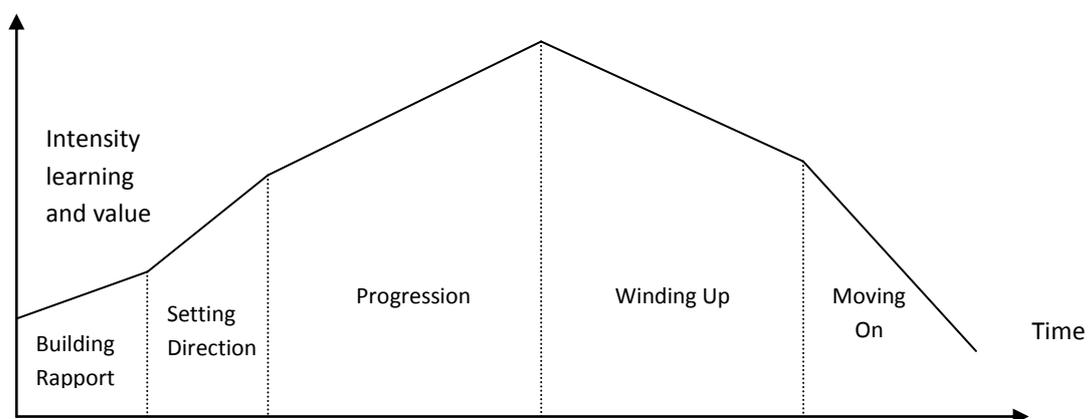
This is the most productive phase of the mentoring relationship and where most time and energy is spent. During this stage, themes and patterns across time and situations are identified. Options are generated from which the mentee can choose the best course of action. The mentee is prompted to implement an action plan and to consider contingencies. This is phase of the relationship where the mentor uses a variety of skills and tools to challenge, goad and support the mentee, as needed.

Winding Up

This stage occurs when the mentoring relationship has achieved its goals, the relationship has grown stale or when the mentee has outgrown the mentor. The mentor needs to be sensitive to the mentee as they may not be aware that there is no longer a great deal of added value in the relationship. Regular reviews on progress and a vision of where the relationship might go may help plan an effective, positive ending.

Moving On

It is important that both parties recognise that the value in the relationship is diminishing so that a decision can be made to initiate closure and move on. Moving on can mean meeting less frequently or achieving independence but maintaining a continual professional friendship.



Phases of the mentoring relationship