



Strategies for Mentoring Success

Successful mentoring relationships move through four sequential phases. These phases are **preparing, negotiating, enabling growth and coming to closure**. These phases build in each other and vary in length. For Stockton's Women's Leadership Council (SWLC) it would make sense to commit to a time frame for our mentorship and provide a timeline for each phase through closure.

Each phase has strategies for success and checklist items to help you move through each phase successfully. For example:

Preparing Strategies:

- Recall your own mentoring relationships. What worked for you and what didn't?
- Be clear about what it is you want in a mentoring relationship
- Consider what you are willing to contribute
- Initiate contact and determine best methods of communication
- Exchange background information (resumes, LinkedIn profiles, etc.)
- Discuss Mentee's goals
- Share assumptions and limitations
- Discuss personal and learning styles

Preparing yourself (checklist items):

- I have a sincere interest in helping this Mentee to succeed
- I believe there is mutual interest and compatibility
- I am clear about my role
- I can commit adequate time to mentoring this Mentee
- I am willing to use my network to help this Mentee

Negotiating Strategies:

- Determine time commitment
- Craft SMART Goals
- Discuss what you need to do to assure that there is mutual accountability in the relationship.
- Establish ground rules about confidentiality, boundaries, and “hot buttons”.

Enabling Growth Strategies

- Check in with the Mentee regularly
- Ask for feedback on what’s working and what’s not
- Provide feedback
- Provide timely support
- Encourage Mentee to solicit feedback from multiple sources.

Checklist items:

- I actively support my Mentee’s learning
- We use our time together productively
- We regularly evaluate the quality of our mentoring interaction
- We work at maintain a high level of trust
- We share feedback
- We can address difficult issues

Coming to Closure Strategies:

- What will your mentoring relationship look like after the formal relationship concludes?
- Find a personal way to express your feelings to your Mentee about the experience
- Allow your Mentee to show appreciation
- Even if you are disappointed in the outcome, identify and express the positive benefits
- Take time to consider what you learned and will do differently in your next mentoring relationship.