

PROMOTING INDEPENDENCE

*Looking back &
moving forward*



Mentoring Phases

Loisi Zachary's book "The Mentor's Guide" describes a predictable structure. Relationships tend to go through four sequential phases: preparing, negotiating (establishing agreements), enabling growth, and closure.

Preparing

The preparation phase is one of discovery. Take the time to get to know one another, set the tone for the relationship, and understand where the other person is coming from. Engage in meaningful conversations. Listen. This phase will give you the context necessary for a productive relationship.

Negotiating

The negotiating phase is the detail phase. It's about establishing learning/development goals, candidly sharing personal limitations and learning styles, and defining the desired outcomes for mentoring. Use this time to create a shared understanding of goals, needs, and expectations.

Enabling Growth

This phase is where most of the work happens. Find your own path and maintain trust. Your role is to facilitate learning by building an affirming and open environment and providing timely, thoughtful and constructive feedback.

Closure

Coming to closure is an opportunity for both the mentor and mentee to recognize and celebrate what they have learned. Successful closure encompasses evaluating, acknowledging, and celebrating what has been accomplished.

The Time for Closure

Ending a tech mentor relationship at the appropriate time is a matter of remaining sensitive to your own needs and the needs of your mentee. If your mentee's original goal has been attained, you may both decide to set a new goal and continue; or you may decide the relationship should change or end.