

The Mentoring Process

Selection:

Begin by thinking about your career goals and development needs. Mentor selection is an important early step in the process. You want to find a mentor that you trust and respect, and who can give you candid feedback and advice. Things to consider include interests, goals, skill sets, access, and overall alignment of your fit with each other.

Stages: Developing a mentoring relationship has several stages. They include:

Initiation – Time frame is usually during the first 6 months of the mentoring relationship. If you are ready for a mentoring relationship, be proactive and seek out leaders in your organization to help you jump start your career path. Meet with several people to get a sense of the mutual fit and discuss your goals, self-assessment, and expectations of the relationship. Begin to schedule regular meetings with your mentor.

Cultivation – Time frame usually last 2 – 5 years and produces significant career growth and development with mutual satisfaction as an outcome to both mentee and mentor.

Separation – Time frame is usually during the last 6 months of the mentoring relationship. The formal mentoring relationship ends with the mentee's goals being met; however there is a redefinition of the relationship.

Redefinition – Time frame is usually over an indefinite time period where the mentee achieves career satisfaction. The two parties grow to become peers or friends, with valued sustained professional networking.