

ACTIVITY 4 OPTIONAL HANDOUT:

The mentor-mentee relationship cycle

STAGE 1: Beginning of the Match	Characteristics: <ul style="list-style-type: none">■ Getting to know each other■ The first impressions■ Trying to see the positive in the relationship■ Bonding	Effective Communication: <ul style="list-style-type: none">■ Ask open-ended questions■ Use body language that is open and not guarded■ Active listening■ Demonstrate empathy■ Avoid “prescriptive” communication■ Use prompts■ Speak with language that you feel comfortable with■ Don’t be afraid of silence
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STAGE 2: Challenging and Testing	Characteristics: <ul style="list-style-type: none">■ Mentee challenges■ Testing phase■ Rethinking first impressions■ Difficult feelings or emotions may surface	Effective Communication: <ul style="list-style-type: none">■ Be consistent in your communication, even if it is difficult■ Demonstrate respect■ Build problem-solving techniques into your open-ended questions■ Raise sensitive issues at the beginning of your interactions■ Make sure to separate behaviors from who the mentee is■ Disclosure of personal feelings and experiences when appropriate
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STAGE 3: “Real” Mentoring	Characteristics: <ul style="list-style-type: none"> ■ The relationship begins feeling right again ■ Trust is established ■ Growth in the mentee can be observed ■ A “deeper” bond and connection has been formed 	Effective Communication: <ul style="list-style-type: none"> ■ Continue with disclosures when appropriate ■ Avoid advising, and allow youth to actively problem solve ■ Build off your knowledge of your mentee’s strengths to foster deeper discussions ■ Give positive feedback and don’t be afraid to let your mentee know when something has hurt you.
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STAGE 4: Ending	Characteristics: <ul style="list-style-type: none"> ■ Preparing for closure ■ Relationship may become deeper or mentee may start pulling away ■ Reflection 	Effective Communication: <ul style="list-style-type: none"> ■ Find common language to sum up your feelings ■ Provide feedback that describes growth that you observed ■ Be prepared to listen and affirm fears that your mentee may have
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[Relationship cycle handout adapted, with permission, from Rummell, C. (2006). Effective communication in the mentor/mentee relationship cycle. In Cannata, A. (Ed.). *Ongoing training for mentors: 12 interactive sessions for U.S. Department of Education mentoring programs*. Folsom, CA: Mentoring Resource Center.]