

The Stages of Mentoring

1. **LEAD:** Establish a positive relationship with your mentee by taking initiative.

- Be patient with initial hesitations.
- Clarify roles and agree on boundaries.
- Share communication preferences and availability.
- Explore mutual interests and find common ground.

"[My mentor and I] are able to talk realistically about our feelings, stress and life in general. Not many people provide this type of role." ~ Julia Moore, Computer Information Systems

2. **CHANGE:** Help mentee define **her** goals by building a foundation.

- Encourage mentee to talk about her ambitions.
- Identify and explore your mentee's talents, strengths and assets.
- Maintain regular interaction and consistent support.
- Provide words of encouragement and praise.

*"[My mentor] is always positive and pushing me to do my best. I truly am a better person because of her."
~ Danielle Holtzhauser, Nursing*

3. **INSPIRE:** Encourage mentee to build upon her foundation.

- Revisit the terms of your relationship and discuss possible modifications.
- As a mentor, act as a resource broker, not a provider.
- Address hurdles, obstacles or problems that may hinder resources.
- Identify mentee's immediate goals in developing personal and professional contacts.

"[My faculty mentor] does so many things to help me and is always providing me advice and new opportunities."

~ Sara Stonestreet, Actuarial Science

4. **EMPOWER:** Challenge mentee to commit to a personal call to action.

- Revisit **mentee's** goals and discuss possible modifications.
- Help translate her goals into a few, distinct action plans.
- Celebrate what you have accomplished together.
- Clarify what the mentoring relationship will look like moving forward.
- Remember that while a friendship may have developed, it is not required.
Sometimes, no matter how good two people look on paper, they just don't "click."

"In my two years in the WLMP, I had dinner with Arianna Huffington, attended a week-long summit on women and politics, participated in a transformational leadership symposium, gained professional advice and support from peer and faculty mentors, and widened my view of the world and how I can make an impact." ~ Megan DeArmit, Communication