

COMING TO CLOSURE WITH MENTEES

Integrate, articulate & conclude co-learning

Coming to the end of your mentoring journey may induce feelings of uncertainty. When mentor partners are nearing the end of their time together, closing and redefining the relationship mindfully can be a healthy way of moving forward. It also provides an opportunity to highlight individual and shared learning and development that has transpired over time.

Returning to learning goals that you and your mentee established during the negotiating phase of your journey

can serve as a platform for synthesizing growth and discussing next steps. Also, preparing for closure can help you and your mentee articulate the evolution of your relationship and end on a positive note.

The following exercises are intended to guide a thoughtful reflection between you and your mentee. It can take shape as an informal conversation or completed individually in written form, whichever makes the most sense for both of you.

Reflection as a means of articulating learning

Assess progress on learning goals	Examine your learning from a personal perspective
Revisit the learning goals you established at the beginning of your mentorship journey. What specific conclusions did we intend to reach together? How have we fared in this?	What personal strengths / weaknesses of mine did the mentorship journey reveal? What might I do to build on my strengths / overcome weaknesses as I move forward?
What specific steps did we take in order to meet these goals? What obstacles hindered our progress? What factors made me more effective?	What assumptions or expectations did I bring to the mentoring relationship? To what extent did they prove true? If they did not prove true, why was there a discrepancy?
How can I continue to work on certain behaviours that we've identified that can hinder my learning and development after the relationship ends?	How can I continue to build on my strengths after the mentoring relationship ends?

Reaching a Learning Conclusion

Closure Preparation Step	Possible Guiding Questions
Re-visit your purpose	"What were our goals in working together?"
Envision an optimal scenario for closure	"What would we like to see happen when the mentoring relationship ends?"
Plan for a learning conclusion conversation	"What do we want to cover in our learning conclusion conversation?"