

Closing the Mentoring Relationship

Set a specific meeting to bring the relationship to a close at the end of the program. Prior to the closing meeting, we suggest both the mentor and student mentee reflect on the following questions with the goal of sharing the responses with each other. The mentor and student mentee can share what the relationship fostered for each of them and will formally close the mentoring relationship.

Student-Mentees: You are encouraged to share with your mentor your NCLEX exam results and if you met your goals from your Post-Graduation Plan after formally closing the mentoring relationship.

Closing Reflections

What did I learn from this relationship; what is my learning conclusion?

A learning conclusion is a highly focused conversation about the specific learning derived from the mentoring experience. It is a no-fault conversation focusing on both the process and the content of the learning.

- Were the learning goals realized?
 - If yes, what did you learn as a result of reaching your learning goals?
 - If no, what got in the way? What do you need to do to reach them?
- What else do you need to learn?
- What worked well for you in the relationship?
- What did you learn as a result of the process?
- What did you learn about yourself as a learner?
- What did you learn about mentoring? About being a mentor? A mentee?
- What would you do differently next time?

Have I integrated my learning?

Integrating learning means applying and integrating what you have learned as a result of the relationship—taking it to the next step and leveraging your learning.

- How you will apply what you've learned?
- What you will do as a result of what you've learned?
- What action steps you will take?

How will I celebrate my learning success?

Celebration is a fundamental part of concluding a mentoring relationship. It reinforces learning and signals the transition process which redefines the relationship.

- What are meaningful ways to celebrate what you've accomplished?
- How will you express appreciation as part of the celebration?

How will we redefine the relationship?

Redefining the relationship is an important step. Your relationship with your mentoring partner will be different once the mentoring relationship ends. You may decide to continue the relationship on an ad hoc basis or informally. Be proactive and talk about these changes before they take place and then move on.

- What kind of relationship would I like to have going forward?