

• The Mentor-Mentee Journey •

<i>Stage</i>	<i>Characteristics</i>	<i>Effective Communications</i>
<i>Starting out Together</i>	<ul style="list-style-type: none"> • Getting to know each other • The first impressions • Trying to see the positive in the relationship • Bonding 	<ul style="list-style-type: none"> • Ask open-ended questions • Use body language that is open and not guarded • Practice active listening • Demonstrate empathy • Avoid “prescriptive” communication • Use prompts • Speak with language that you feel comfortable with • Don’t be afraid of silence
<i>Detours</i>	<ul style="list-style-type: none"> • Mentee challenges • Testing phase • Rethinking first impressions • Difficult feelings or emotions surfacing 	<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 • Disclose personal feelings and experiences when appropriate
<i>Scenic Byways</i>	<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 	<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.
<i>End of the Road</i>	<ul style="list-style-type: none"> • Preparing for closure • Relationship may become deeper or mentee may start pulling away • Reflection 	<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