



Chapter Eight: Ending Mentoring Relationships.

Mentor relationships will end for a number of reasons, in most cases mentee's benefit greatly from their mentoring experience. However, there may be times when the mentoring relationship may become difficult to end. It is important for both the mentor and mentee to acknowledge the reasons how and why we can most effectively end the relationship.

Although guidelines can be given on ending the relationship, it is important to consider that each relationship is unique and that each mentee will require a different trail of thought as to an appropriate way of ending the relationship.

Here are five of the most common reasons as to why a relationship may end, alongside are good and bad examples of how the relationship is brought to an end. These can be used as guidelines for applying to your own mentoring relationships.

Why might a mentoring relationship end?

1. The mentee no longer needs support or the programme that they are involved in comes to an end.
2. The mentee repeatedly fails to attend their sessions.
3. The mentoring relationship fails to work. This could be for a number of reasons including, their refusal to help, a failure to like the mentor or inappropriate behaviour towards the mentor.
4. The mentee or mentor has to move away.
5. The mentor or mentee can no longer commit to the relationship.

Good practice

1. Create a summary/record of contact so your mentor supervisor can get in touch with the mentee to see if they still require help.
2. Contact your supervisor for them to find out if mentee still requires support.
3. Explain to the mentee that they may benefit from another mentor who may be more suitable to attending to the type of support they need.
4. Offer an email address, so that if they would like to they can keep in touch over the internet.
5. Talk to your supervisor about your concerns and discuss if you can manage your time more effectively. If this is not possible, perhaps talk about getting a suitable mentor to take over your role.



Bad practice

1. Get the mentee or someone else to pass on a message to the supervisor that you are no longer continuing with the programme.
2. Stop turning up to sessions yourself and do not inform your supervisor.
3. Respond negatively or retaliate against the mentee.
4. Do not offer any further help or communication and fail to close the relationship.
5. Become ignorant towards the mentor and focus on other commitments without seeking help from the supervisor.



Shaking Hands, friendly goodbye and end of relationship.



Left without ending the relationship.



Keeping in touch with mentee via email.



Mentor shouting at mentee, ending the relationship badly.