



Seedling

Mentor. Nurture. Grow.

Beginning with the End in Mind

Question:

What about this training title intrigues you or makes you curious?

Agenda

- Beginning with the end in mind and what it means for mentoring.
- Laying the groundwork for effective mentoring, a healthy closure, and positive outcomes.
- Breakout Session; let's talk about it!

STAGES OF MENTORING



1. Starting out
together



2. Negotiating



3. Empowering
growth

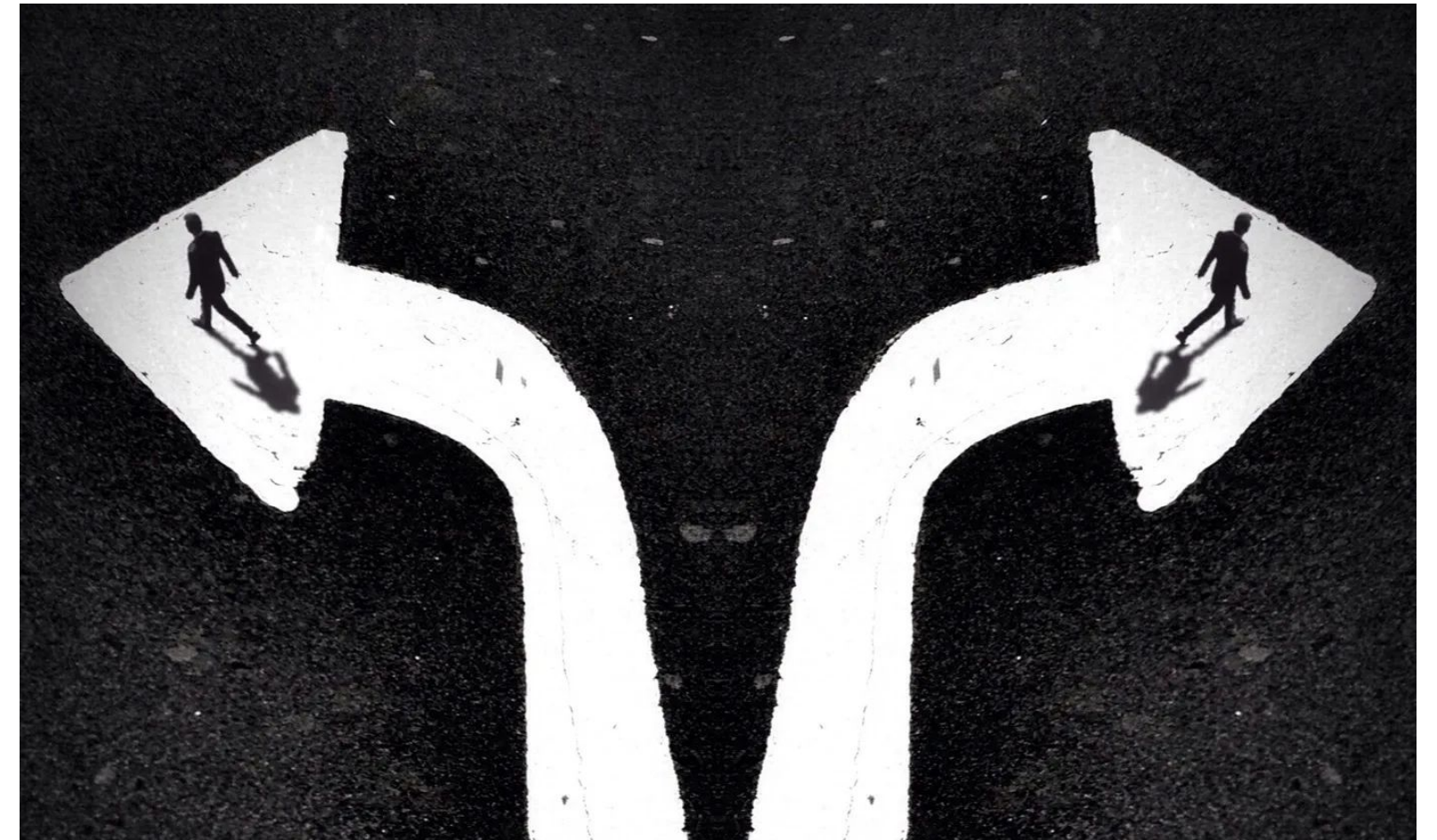


4. Transitioning
to closure

Mentoring and Beginning with the End in Mind

Why should mentors think of the end of their relationships?

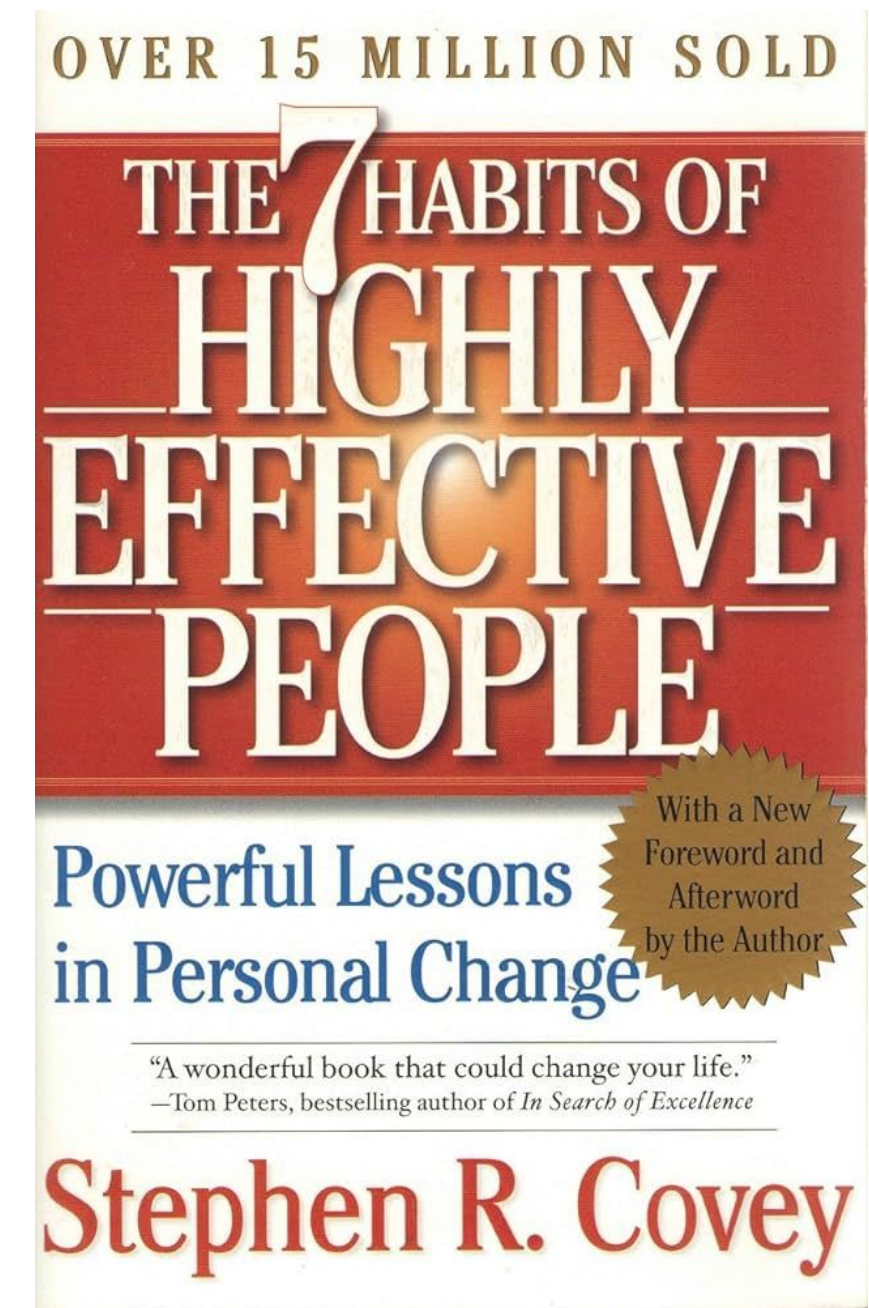
Because we want to ensure that the time we do spend with our mentees can lead to healthy closure and positive lasting outcomes.



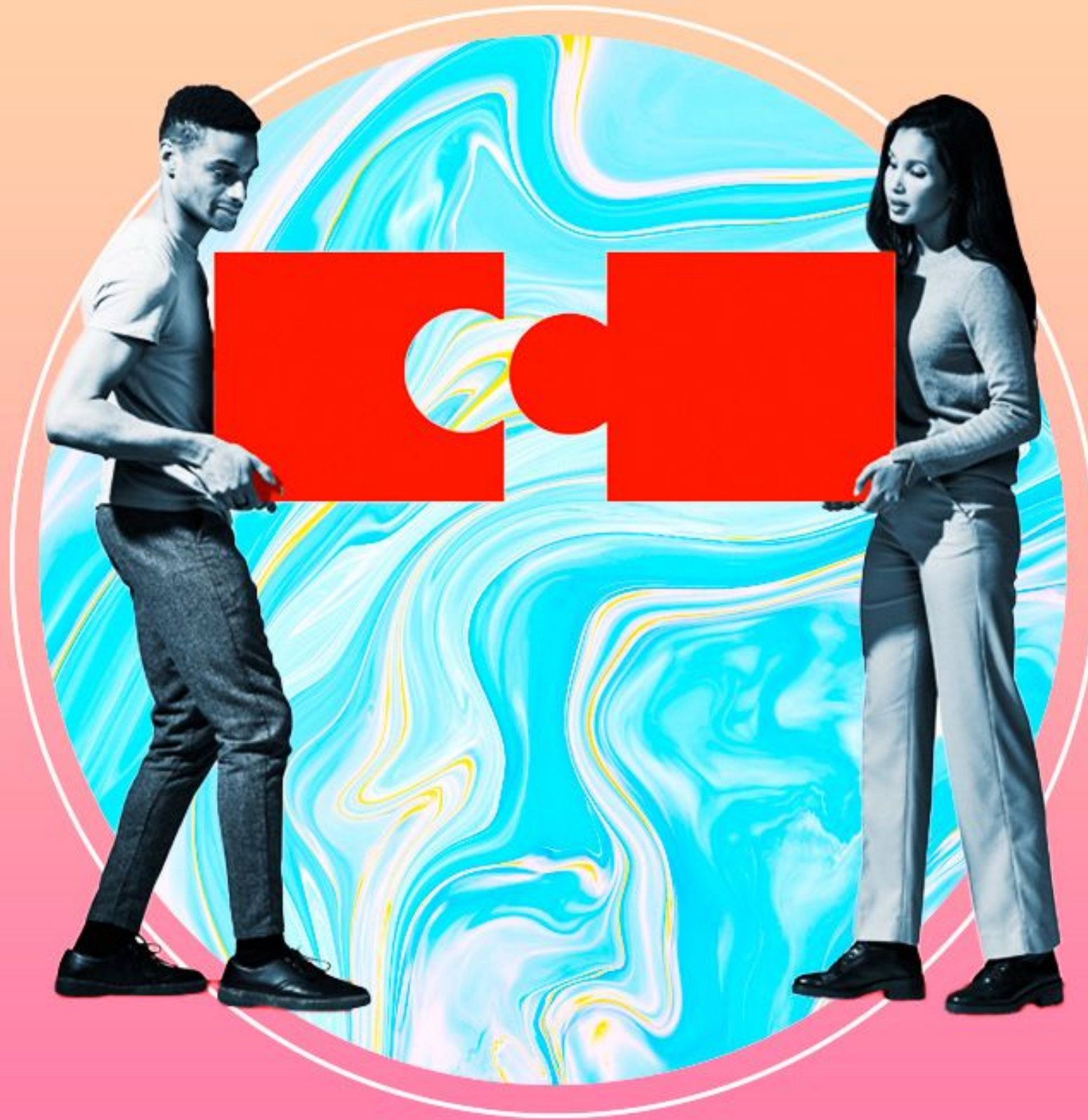
Mentoring and Beginning with the End in Mind

Beginning with the end in mind is about thinking of the end result or goal you'd like to achieve and plotting out the steps you need to take in order to obtain that goal.

We can apply this to mentoring, especially if we focus on how we approach closure from beginning to end.



Mentoring and Beginning with the End in Mind



Specific
Measurable
Action-oriented
Realistic
Timely

Setting Ourselves Up for Healthy Closure

Research shows when mentees experience a less than ideal closure to their mentoring relationship...

- It can impact how they approach and treat future relationships.



Setting Ourselves Up for Healthy Closure

We want to be able to use our mentoring relationship to show that relationships can begin and end, and that's ok, as it's part of navigating relationships in general.



Making the Most of It

Remember it's about modeling how to navigate relationships in a healthy way from beginning to end...



Aiming for Healthy Outcomes

Healthy Closures vs Healthy Outcomes

A healthy closure is the positive process we take to end our mentoring relationships with our mentees, while a healthy outcome is what we hope our mentee's experience after our mentoring relationships end.

Leaving a Positive and Lasting Impact

To leave a positive and lasting impact, we should set goals for healthy closure and outcomes...

Even if we don't get to see the immediate result for our mentees.



Breakout Session

What are one or two things you can incorporate into your mentoring this year that would ensure a healthy closure and positive outcome for the future?

Think about what skill you want to teach your mentee this year that will enhance their life experience.

***How will this lead to a healthy closure
and positive outcome?***



STAGES OF MENTORING



1. Starting out together



2. Negotiating



3. Empowering growth



4. Transitioning to closure

- What skills can I teach my mentee this year that will enhance their life experiences?
- How will this lead to a healthy outcome and positive closure?

Breakout Session Conclusion

