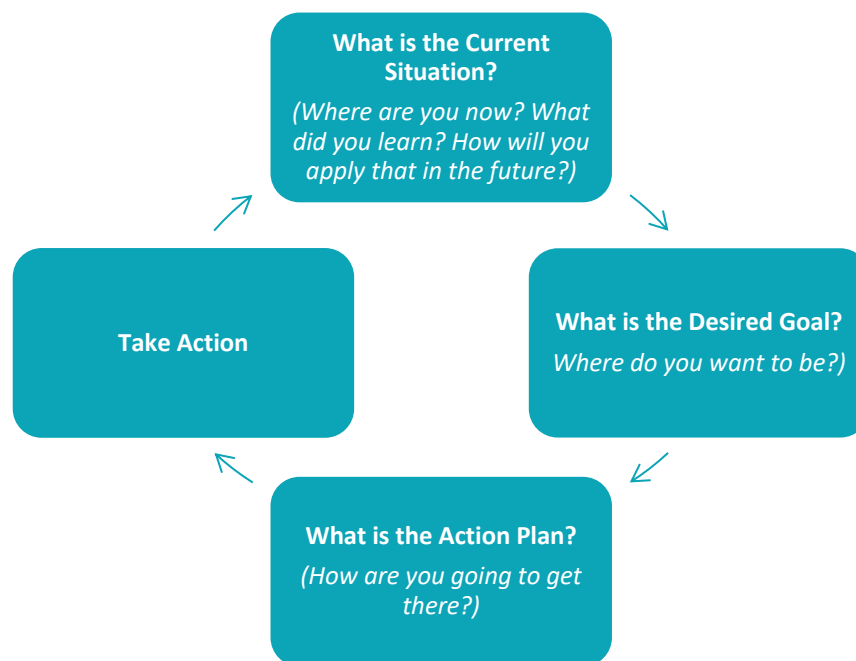


Mentoring Conversation Model



One of the key steps in this model is the act of *reflection*. After taking action, mentors will prompt mentees to reflect on what happened, why it happened, what they learned, and how they will apply that new knowledge in the future. This brings it full circle to a new *Current Situation* and thus the cycle begins again. You may find that the *Desired Goal* changes or that it remains the same. Both scenarios are fine, as long as the mentees are taking concrete action towards their goals and reflecting on their learning process.

The mentor may not use the exact words contained in the model, but the model can serve as a helpful guide both to mentor and mentees as they meet during your mentoring relationship.

At the end of each meeting, mentees/mentors should take a few minutes to debrief the conversation that was just had. The purpose of this debrief is to:

- Review what was discussed;
- Seek clarity on goals and action steps for the next meeting; and
- Evaluate the meeting's effectiveness.

This debrief ensures that both mentees/mentors are in agreement about the plan of action, and it also serves as feedback to both partners on the effectiveness of the relationship. What is working well in your mentoring relationship? What needs to change?