

Mentoring Lifecycle

Four Phases of Mentoring.

Mentoring relationships go through four stages: Initiation, Cultivation, Separation, and Redefinition.

Initiation.

Initiation is the phase where the mentoring relationship is established. Mentors and protégés introduce themselves, define goals, and begin sharing information. Two-way learning takes place in this phase. It is a shorter phase of the mentoring relationship.

Cultivation.

Cultivation begins as the mentor provides advice and guidance to the protégé. The protégé will develop skills and gain a broader understanding of his or her role, career path, and professional development. The protégé works toward a goal and the mentor supports the protégé in their efforts.

Separation.

Goals will be reached. Knowledge will be shared. Priorities and availability may change. The time will come for the mentoring relationship to come to an end. It may be initiated by either the mentor or the protégé, or it could be by mutual decision. During this phase, open and honest communication is critical and will help the individuals move through this transition stage. Two-way communication and learning that was established during the initiation phase can help support the two-way communication that should occur during this phase. The ASQ Mentoring program administrator can facilitate this transition as needed.

Redefinition.

The mentor and protégé roles will not exist indefinitely. Two professionals will become more like peers. This last phase of the mentoring relationship aims to redefine the roles of the individuals into a new, professional relationship that may continue indefinitely.

