

Canadian Evaluation Society (CES) – Mentoring Initiative

Making Changes or Concluding the Mentorship

Creating a Plan with Flexibility

Mentoring agreements are like roadmaps that come with expected timelines. They can be quick one-off encounters, or stretch over multiple years with outreach when needed.

The Twist in the Plot

Sure, you've got these timelines penciled in, but sometimes life does its thing and they need a rewrite. Things can shift mid-journey due to various reasons - maybe someone's schedule goes haywire, interests evolve, or the mentorship feels complete. Changing the pace, concluding, or taking a new direction is totally part of the ride.

Common Changes in Direction:

- Changing lanes from overall evaluation insights to quick-fire specific evaluation queries.
- Swapping a meticulously planned skill-building route for more casual check-ins.
- Going from super techy to diving into reflective practices.
- Shaking up meeting schedules, from regular hangouts to sporadic catch-ups.

Reasons for Wrapping It Up:

- When the mentee's journey reaches a pre-set milestone.
- When the mentor has poured out all their wisdom on the chosen topics.
- When both agree a new mentor could provide a better match.
- If the mentee's journey veers from the evaluation track.

Reasons to Hit the End Button:

- If expectations of one party aren't clicking anymore.
- When commitments start to fade from either side.
- If disagreements on approach, values, or beliefs pop up.
- If someone vanishes into thin air (ghosting's a no-no!).

Your Call to Action: Speak Up!

It's on you – both mentors and mentees – to voice your thoughts on where this journey should head or whether it should conclude.

A Win-Win Change:

Ideally, you should agree on changes or conclusions together. Have a friendly chat about whether you hit those objectives and goals. If the path shifts, mentees, your needs are in the driver's seat. Mentors, you're the co-pilot, responding with guidance and a supportive nudge. Remember, both mentors and mentees can give the thumbs up for a shift, conclusion, or grand exit anytime.