

# In case you run into trouble

## Determine the root cause of the relationship problem.

In an effort to repair the relationship, try the following steps:

**STEP 1 — REVIEW LOGISTICS:** is it a timing/availability/location issue that can be worked out?



**STEP 2 — REVIEW EXPECTATIONS:** is it a misalignment of expectations? Review your partnership agreement and explore mutual expectations.



**STEP 3 — REVIEW YOUR VALUES:** is the issue related to a fundamental difference in values that simply cannot be bridged?



**STEP 4 —** Make an effort to resolve the issue before choosing to end the relationship



# What to do if the fit is poor

## Ending a partnership is not a sign of failure.

Recognizing that a mentoring relationship is not working is not a reflection of poor mentoring or inadequacy on the part of the mentee. It may simply be that it is not the right match.

- Contact your program coordinator right away.
- Either member of the partnership has the right to end the relationship.
- Ensure both parties are recognized for efforts and contributions to the relationship.
- Be specific with recognition and thanks.