Closing out the NIH-HHS Mentoring Partnership

Closure and Transition

Mentors and mentees are paired for one-year.

During the closure/transition process, there are a few activities to complete. Mentees, touch-base with your mentor to:

- Review your **Individual Development Plan** and developmental goals to measure progress, and to determine if you should engage in any subsequent follow-on developmental activities post mentoring relationship.
- **Celebrate your successes**! Boast about your accomplishments. Revisit the journey. Share your appreciations about each other. There is an old saying "If you don't have a sense of where you come from, going backward looks like progress."
- Discuss your **relationship transition**. Stay in touch on an informal basis.

Closure offers the opportunity for reflection and growth, allowing the harvesting of our learning. Some questions to discuss when you meet include:
- ➤ What did you learn?
- ➤ What where the implications of that learning?
- ➤ How can I apply and integrate that learning?
- ➤ What other development opportunities could be helpful?
- ➤ What worked well in our partnership?
- ➤ What did we learn about ourselves?
- ➤ What did we learn about each other? What are our gifts and strengths?
  - o "I admire you're…"
  - o "You have a real knack for…"
  - o "I especially appreciated it when you…"
- ➤ What didn't work so well and why? What did you learn from these experiences? Missteps offer rich experiences for learning.

Having a reflective conversation about specific learning that has taken place during, and as a result of the mentoring partnership, encourages the relationship to come to a learning conclusion.

Next Steps
- Attend the NIH-HHS Mentoring Program Recognition Event. Events will be held in April and October. See the Mentoring Program Schedule for event details.
- Continue with your development through discussed learning activities.
- Continue in the program as a mentee (with a new mentor or as a mentor) or mentor (in a new mentee relationship, as a mentee, or start a peer-to-peer relationship).