**Mentor/Mentee Closure Scenario**

**Mentor.** I think it would be a great idea for us to take a moment now to reflect on what we’ve each taken away from our mentoring experience. You know, I’ve really been impressed with how far you’ve come. I have seen you grow into your role as a nurse leader and it is obvious that you now have a better understanding of what is required for you to take the next step. I watched you handle yourself much more competently, particularly when it comes to managing conflicts with your staff. You seem to be so much more comfortable and confident.

**Mentee.** Now that you mention it, I do feel more comfortable… and you have really helped me with that. Plus, I see that by improving my own skills in managing conflict how much it has positively impacted my team . . . and helped *them* grow and learn.

**Mentor.** Speaking of learning, I have learned a lot from mentoring you that has been really helpful to me in my growth as a mentor. There are some things that I could have done differently to better support you. I’ve been so involved in my own department projects that I don’t think I gave you enough time and I really apologize for that. So my learning is that I need to commit the time as well as the intention. And my advice to you is that if you are going to be a mentor you must be prepared to commit the time.

**Mentee.** You know, initially, when it was hard to meet with you, I took it personally. But that also taught me that I need to fight for the time I need. I also realized that our styles are different… and sometimes I let those differences get in the way…I know now that I should see difference as an opportunity to figure out how to interact with someone who thinks and processes differently that I do.

**Mentor.** I’ve been thinking that as you move forward you may want to work on developing your strategic thinking and being able to align what you do on a daily basis with your own long term goals and the challenges your department is facing right now.

**Mentee.** Your suggestion about strategic thinking is really right on for me! I remember earlier this year when you pointed out how easily I get trapped in the day-to-day. I have now come to see how that behavior is holding me back from getting to the next level. I am wondering if that is a goal that you and I can continue our relationship with, even though our time is up? Or, do you think I should get another Mentor to help me with that?

**Mentor.** It’s a possibility and I’d be open to it, although you may want to get another mentor’s perspective. Let’s talk about it again in another month.

**Mentee.** I want you to know that I have learned so much from you about what it takes to be successful. You have truly been a great role model for me. I especially appreciate getting to know you better. Your insights have given me a lot to think about. Thank you so much.