

## **Employability Mentoring FAQ**

*Q. What do I do if my relationship with my mentee/mentor breaks down?*

### **Why is this important to address?**

We recognise that sometimes a mentoring relationship can break down. If the relationship breaks down and the project is unaware of this as a developing issue or a final result, we cannot provide the support either as it develops or after the issue has occurred. It is important for us to identify, assess and learn from where a relationship breaks down in order to learn for the future to ensure similar issues do not reoccur. It is also important to support the relationship on both sides should it come to an end in order to value the individuals and their commitment to the scheme.

### **What we say about it?**

We value the involvement of both parties and respect that sometimes despite plans, the relationship may not work out. Where a relationship is developed by the design of another it is one that is engineered based on anticipated compatibility. There is potential here for a mismatch, therefore we need to be prepared to respond to an issue when it arises.

### **Our actions and response**

We will listen to both parties, note their perspectives and record the information they provide us. Where a relationship is not appropriate for mediation, we will support it to a close and thank each party for their efforts. Where an individual wishes to continue with mentoring with another person we will work with them to identify a new match.

### **How you can help**

We value your thoughts and perspective so please do contact us if you feel that the relationship is deteriorating. Keep effective records on what is not working, and have to hand good examples to demonstrate this. Contact us as soon as you feel it is not working and arrange to meet with us to talk this through. Please be honest with your thoughts and what you have done in order to keep the relationship going, as this will help us to mediate.

### **Contact us**

Contact us on 07909 000127 or 0116 207 8979

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