

Guiding Mentees to Other Mentors or Resources

Sometimes, mentors may find that a mentee is not ready for a mentoring relationship or that the match is not ideal. In these cases, it's important to handle the situation with professionalism, empathy, and a focus on the mentee's growth. Use the guidance below to support your mentee in finding a better fit or accessing helpful resources.

1. Assess the Situation

- Reflect on why the current match may not be working (e.g., misaligned goals, readiness, communication style, or expectations).
- Consider whether the mentee would benefit from a different mentor, additional resources, or more preparation before entering a mentoring relationship.

2. Communicate Openly and Respectfully

- Schedule a conversation to discuss your observations and concerns.
- Use positive, supportive language and focus on the mentee's development.
- Example: "I want to make sure you get the most out of mentoring. I've noticed that our goals or styles may not be fully aligned, and I'd like to explore other options that might better support your growth."

3. Offer Alternatives

- Suggest connecting with another mentor whose experience or style may be a better match.
- Recommend relevant resources, such as training programs, workshops, or self-development materials.
- Provide information about how to access the mentoring program's matching platform or coordinator for further assistance.

4. Support the Transition

- Encourage the mentee to reflect on what they're looking for in a mentor and what goals they want to achieve.
- Offer to introduce the mentee to other mentors or program coordinators.
- Remain available for questions or guidance during the transition.

5. Follow Up

- Check in with the mentee after the transition to ensure they are supported and making progress.
- Share feedback with program coordinators to help improve future matching processes.

Tip: Redirecting a mentee is not a failure, it's an opportunity to help them find the BEST fit in their development journey.