

Mentoring eNews

Overcoming Relationship Pitfalls

Adapted from the US Department of Education– Mentoring Resource Center

Still stuck in how to approach your mentor/ee? In an effort to get over some first-time jitters or even a lull in the relationship, I've provided some tips for you below.

- **Relationships take time to nurture.** Most likely you won't click right away and you may not see or feel immediate results. Have patience that this will take time. If you're having difficulties, work through those as soon as possible. "Your first few months will focus on getting to know each other, exploring similar interests, discussing expectations, and starting to form norms and bonds that will shape the rest of your first year together." (Mentoring Resource Center)
- **It's normal to still be guarded and not comfortable with each other at this point.** A good way to break the ice though is by finding an activity that you both enjoy doing. Either go out and do that activity or share your enjoyment over email or on the phone.

Letting your mentor/ee know a bit about you in this way may be a bit less invasive and less threatening. Over time you will come to trust this new person who is interested in you and your life.

- **The mentoring relationship has a life cycle.** Everything in life has its ups and downs. Recognizing that this is no different

should help. "The development of any relationship between two people depends on a complex mix of factors, including age, balance of power, roles and responsibilities, frequency of interactions, and natural bonds or

level of commitment involved. Relationships go through a series of stages as they develop and evolve, from the first moments of sharing a common interest to the satisfaction of a fully developed friendship." (Mentoring Resource Center) See the Mentor & Mentee Relationship Cycle (next page) for more information and contact Bethany should you continue to encounter any problems.



Check out Xavier's upcoming campus events:

http://www.xavier.edu/campusuite/modules/calendar.cfm?grp_id=1

Got a question, comment, or concern? Have a friend/colleague to refer to the program? Contact Jonika Moore-Diggs at 513/ 745-3764 or moorej3@xavier.edu

Upcoming CSC Programs & Events

(click on this link for more info:
[http://www.xavier.edu/campusuite/
modules/calendar.cfm?grp_id=156](http://www.xavier.edu/campusuite/modules/calendar.cfm?grp_id=156))

Hot Internships!



Check out the [Internships Postings & Events](http://www.xavier.edu/career/Internship-Programs.cfm) (<http://www.xavier.edu/career/Internship-Programs.cfm>) for a list of HOT Internships for Liberal Arts majors! You can also find information on Scripps Howard Foundation opportunities!

Note: All postings are from eRecruiting.com & are paid internships. Unsure how to access eRecruiting? Contact Jonika and she'll help you get started!

KNOW WHAT'S ONLINE AT THE CSC ?ACCESS CAREER SERVICES 24 HOURS/DAY!

RESUME & COVER LETTER ASSISTANCE

[HTTP://WWW.XAVIER.EDU/CAREER/STUDENTS/RESUMES/INDEX.CFM](http://www.xavier.edu/career/students/resumes/index.cfm)

INTERVIEWING ASSISTANCE

[HTTP://WWW.XAVIER.EDU/CAREER/STUDENTS/INTERVIEWING/INDEX.CFM](http://www.xavier.edu/career/students/interviewing/index.cfm)

MAJOR/CAREER DECISION-MAKING & CAREER ASSESSMENTS

[HTTP://WWW.XAVIER.EDU/CAREER/STUDENTS/CAREER-COUNSELING/CAREER-EXPLORATION.CFM](http://www.xavier.edu/career/students/career-counseling/career-exploration.cfm)

On-line Job and Internship Postings

<http://www.xavier.edu/career/eRecruiting/index.cfm>

Internship Assistance

<http://www.xavier.edu/career/internship/index.cfm>

Career Resource Library

<http://www.xavier.edu/career/docs/career-resource-library-listings.pdf>

Graduate School Resources

<http://www.xavier.edu/career/students/graduate-school/index.cfm>