

Examples of Crossed Boundaries and What You Can Do

Boundary Crossed	What You Can Do
Mentee wants/needs more time than the mentor is willing to give.	<i>This is a partnership. If more time is needed, the mentoring partnership agreement should be revisited</i>
Mentor/mentee misses scheduled meetings and does not call to explain.	<i>Mentoring is a partnership built on respect for the individual. This includes respect for each other's time. You may need to renegotiate the mentoring agreement.</i>
Mentor/mentee begins to use meeting sessions to go on and on about serious personal problems.	<i>Avoid playing therapist. The mentor-mentee relationship focuses on fulfilling learning and development needs, not psychological or emotional needs.</i>
Mentee calls too frequently for advice.	<i>Mentor and mentee need to talk about why this is happening and review the mentoring partnership agreement.</i>
Mentor/mentee discusses details of the mentoring relationship with individuals outside the partnership.	<i>Mentor and mentee need to refer to the confidentiality ground rules outlined in the mentoring partnership agreement and talk about whether the behavior needs to stop (or is allowable and the agreement needs to be renegotiated).</i>
Mentor/mentee doesn't follow through with what he/she agrees to do.	<i>The mentoring partnership requires commitment and trust to succeed. You may need to renegotiate the mentoring agreement.</i>

If your mentee or mentor continues to push the boundaries and take advantage of the mentoring relationship, and you are unable to resolve the situation together, you may ask the Program Coordinator for help on an individual or team basis.