

Agreements made at the onset of a relationship reflect the best of intentions for the relationship and how things will move forward. As road maps become reality, however, you might find that the relationship is not working out as planned.

Consider the following observable signs:

1. Mentee and/or mentor dreads attending mentor meetings.
2. Mentor does not find the time to meet as agreed upon.
3. Mentor does not respond to written documents (grants, emails) in a timely manner.
4. Mentee does not follow through on deadlines.
5. Mentee does not feel a sense of belonging within the professional culture.
6. Mentee's work is successful, but movement toward independence is not being fostered by mentor (e.g. mentor does not give up authorship position, publically advocate for mentee, etc)
7. A sense of shared curiosity and teamwork is not present.
8. Mentor does most of the talking and direction-setting during mentoring meetings.
9. Mentor or mentee finds themselves avoiding the other.
10. Mentor and/or mentee avoids eye contact during mentor meetings. (Can be culturally relative.)

Consider using a **compact** to help frame a more structured conversation. If agreement on the way forward cannot be reached, consider formally bringing closure to the relationship.