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FIVE SIGNS YOU'VE OUTGROWN YOUR MENTOR | [MARCH 20, 2014](#)



You've been with your mentor for a while, but you've reached a point where you feel they aren't contributing to your growth any more. Before you move on, consider these points

Ending a relationship is difficult and this is especially true of the mentee/mentor bond. But if your mentor is no longer advancing you on your career path, this may be a decision you'll have to make.

Life and executive coach Penny Holburn says that at times such as this it's important to take time out to determine whether you are on the right path with your mentorship journey. Ask yourself if it

is still aligned with the objectives you set out for yourself at the beginning of the mentorship relationship or not.

Holburn says there are five crucial factors to consider when deciding if it's time to move on.

FIVE SIGNS YOU NEED TO CHANGE YOUR MENTOR:

- When you no longer find yourself seeking their counsel because you feel they won't have relevant advice to offer you about your current problems and challenges.
- When your mentor is no longer able to advise you and guide you because your paths are so different or you are now senior to them.
- Your mentor is in a bad space emotionally or health-wise and unable to help you, or your mentor is not growing and developing their own skills.
- When you don't get along with your mentor any more. You don't click.
- When you don't trust the guidance your mentor gives or you feel they are advising you incorrectly or showing poor judgement.

HOW TO END THE RELATIONSHIP

It's important to be tactful when you end your mentorship relationship. Holburn advises that you do it in person. "If they have been your mentor for a long time, and you really do need to discuss ending it, do it face to face," she advises.

"You can thank them for what they have done for you, especially if they have mentored you for a long time. And then explain in a nice way why you need to move on.

"Don't talk about what is wrong with them (the mentor)," she cautions. "Talk about what is not working for you and why you need to move on."

Holburn says that if you have a good mentor, this person should have discerned that the relationship is not working and suggested a new mentor who is a better suited to your needs. She adds that a mature mentor won't take your moving on personally or get overly upset about it.

"If your mentor has really done a lot to help you, you can offer to take them out for lunch or dinner to thank them," suggests Holburn.