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## **Mentor's Reflection, Unlearning, and Work Engagement in Mentoring Activities**

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### **Abstract**

Previous studies' discussions regarding mentors learning in mentoring activities been found overwhelmingly disregarded. Therefore, the purpose of this study is to empirically examine the mechanisms by which mentoring implementation promotes work engagement through meditating critical reflection and unlearning serially in basis of experiential learning theory. The survey data were collected through an online questionnaire, and were administered to Japanese full-time employees, with over 5 years of work experience. The results of the regression analysis confirmed that mentoring implementation has stimulated critical reflection, unlearning, and work engagement. It became evident that mentoring actions sequentially mediate critical reflection and unlearning, and lead to the enhancement of work engagement. Also, the theoretical and practical implications were discussed.

**Keywords:** critical reflection, experiential learning theory, mentor, unlearning, work engagement