

DEDICATING OURSELVES TO DEVELOPING OTHERS

Key Scriptures | Exodus 33:12-14; Matthew 28:18-20

WHEN YOU ARE BEING MENTORED...

1. When you've decided on the mentor, clarify your expectations.
 - Never be offended if he or she cannot find the time to do that.
 - Do not have expectations higher than can be met. Mentoring is improvement not perfection.
2. Ask the right questions.
 - Prepare the questions beforehand and make them strategic for your growth.
3. Adopt a subordinate learning posture.
 - Don't let ego get in the way. Trying to impress your mentor will set up barriers and prevent you from receiving.
4. Respect the mentor but don't idolize him or her.
 - God is faithful to allow you to see your mentor's weakness, setting you up for possible disappointment.
5. Immediately put into practice what you are learning.
 - Knowledge becomes reality by doing it.
6. Be disciplined.
 - Arrange for ample time, select the subject matter in advance, and do your homework to make the sessions profitable.
7. Reward your mentor with progress.
 - If you show appreciation but make no progress the mentoring experience is a failure.
8. When disagreements or relational challenges occur, don't threaten to quit.
 - Let your mentor know that you are a determined winner, even when it requires sacrifice.
9. Mutually agree to bring closure.
 - Don't be offended if he or she suggests that you have received all they can give you.
10. Teach others what you have learned. (1 Timothy 2:2)



- *Tell me and I forget, teach me and I may remember, involve me and I learn.* Benjamin Franklin
- *Spoon feeding in the long run teaches us nothing but the shape of the spoon.* E.M. Forster
- *If you can't see where you're going, ask someone who's been there.* J. Loren Norris
- *Change is inevitable... growth is optional.* John Maxwell

WHEN YOU ARE MENTORING OTHERS...

1. Intentionally establish the purpose and direction of the relationship.
 - The mentoree generally pursues the mentor.
2. Jointly agree on the purpose.
 - Clarify the purpose in writing if necessary.
3. Determine the frequency of interaction.
 - Establish a pattern that both can depend upon even if it is less frequent. Busy mentors may not always be able to be impromptu.
4. Determine the type of accountability.
 - Be up front and honest. Establish consequences if accountability is broken. Without this element it will not work.
5. Clarify the level of confidentiality. Never violate that.
 - Establish what must be held in strict confidence, what can and cannot be shared with others.
6. Set up communications mechanisms.
 - Trust and openness is extremely effective. However, set ground rules about what is allowed and what is not allowed.
7. Set the life cycle.
 - Mutually determine the length of time for the mentoring relationship and avoid open ended mentoring!
 - Different types of mentoring relationships vary in length of time for empowerment to happen.
8. Periodically evaluate the mentoring relationship.
 - Is the relationship accomplishing its purpose?
9. Modify expectations to fit the purpose.
 - Where are mutual expectations not being met? Change it to accomplish the purpose.
10. Bring closure.
 - Mentoring relationships which have no definite end will create uneasy feelings.
 - When the life cycle is finished and expectations have been met, bring closure, or set a new life cycle.



Left QR code: Institute notes on Mentoring.
Right QR code is the Mentoring Chart.

