



mentoring

## How does mentoring work?

*Christian mentoring is a dynamic, intentional relationship of trust in which one person enables another to maximise the grace of God in their life and service.* John Mallison

Mentoring involves a **relationship**. It is not something that can be done at a distance but requires time together. It involves a mentor with **resources**. These resources may include skills, experience, character, knowledge, wisdom, contacts, networks, or maturity. The mentor must have something to offer the mentee. And it involves the **development** of the mentee. They must be developed or empowered by the mentoring relationship.

Therefore mentoring is a **relational** experience through which the mentor **empowers** the mentee by sharing God-given **resources**.

## Some dynamics for mentoring

**Attraction**—For effective mentoring there needs to be an attraction between the mentor and mentee. In other words the mentee needs to respect their mentor and the mentor connects with their mentee that they want to see them grow. The first thing would be thinking through the people whose faith you admire, who you think you could connect well with and whom you are willing to learn from. The next thing would be to ask them if they would enter into a mentoring relationship with you.

**Benefit**—The mentee must be willing to learn or benefit from the relationship. In other words if you are desiring to be mentored you must be willing to learn and have a teachable spirit. It is no good entering into a mentoring relationship if you have no desire to learn.

**Commitment**—Effective mentoring requires commitment. There needs to be a both-way commitment. This means scheduling time to meet up regularly even in the midst of busy lives.

An effective mentoring relationship between a mentor and mentee will be characterised by mutual attraction, mutual realisation of the potential benefits, and mutual commitment to working hard to make the relationship work.

## Getting started if you want to be mentored

Step 1. Establish the mentoring—identify someone you would like to mentor you and invite them to mentor you.

Step 2. Jointly agree on the purpose of the relationship.

Step 3. Determine the regularity of interaction.

Step 4. Determine the type of accountability.

Step 5. Set up communication mechanisms.

Step 6. Clarify the level of confidentiality.

Step 7. Set the life cycle of the relationship. (I.e try for 3 months)

Step 8. Evaluate the relationships from time to time.

Step 9. Modify expectations to fit the real-life mentoring situation.

Step 10. Bring closure to the mentoring relationship when it is time to end.

N.B sourced from John Sweetmans “mentoring”

## Resources for mentoring

One approach is for the mentor to ask the following questions and for encouragement, teaching, wisdom to flow out of that. These questions have been developed by Keith Farmer and they are:

- 1. Spirituality**  
What does your relationship with God look like at the moment?  
Do you like God? And does He like you?
- 2. Relationships**  
How are your relationships going in these different spheres?  
(spouse, family, work colleges, people who drain you)
- 3. Rhythms of Life**  
How are you going in these areas? (days off, sleep habits, eating habits and exercise, household chores/maintenance)
- 4. Emotional health**  
How full is your tank? How motivated are you for different aspects of your life? Are there any signs of a low emotional tank? (I.e isolation, paranoia, sleeping a lot)
- 5. Vulnerability**  
If Satan is going to take you down, how will he do it? What temptations, lies, fears are you susceptible?

Another approach might be to pick a book on a particular topic that might be applicable and read through it together, the mentor leading different elements of discussion as you meet together.

Of course prayer should always be a part of the session together and some forms of accountability where the mentor is able to ask questions of the mentee. You might find different things work at different times the important thing is that it is a relationship centred on spiritual growth and nurture.

If you would like more resources we have lots of resources available.