



Mentoring Relationships

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1. What is Mentoring

What is Mentoring

Mentoring is “a relational experience through which one person (mentor) empowers another . . . by sharing God-given resources.”

Mentoring is . . . spending time together. It is a mutual relationship (it flows in both directions). There is an intentional agenda with an end in mind

- Carson Pue. [Arrow Mentoring Guide](#).

A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust.

- By David Clutterbuck in Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook (p. 18). Pearson Education. Kindle Edition.

Mentoring is an impartation of life and convictions. It is about living a life and sharing the journey. It also involves imparting values and vision, creating a new empowering belief system. All these takes time and involves a complex process of growth. And growth takes time. And Skill.

- Edmund Chan, Mentoring Paradigms, 57.

Lifelong Developmental Process ¹			
Birth-18	18-30	30-50	50+
Age of Learning		Age of Contribution	Age of Investment
Who am I?		What do I do?	Invest in whom/what?

- Mentoring is viewed as the facilitation of the lifelong developmental process whereby individuals move through various stages of human, emotional, spiritual, educational, intellectual and other aspects of development
 - Sanders, Martin. 2009. [*The Power of Mentoring: Shaping People Who Will Shape the World.* Camp Hill, PA: WingSpread Publishers.](#)
- Mentoring is a relational process between mentor, who knows or has experienced something and transfers that something (resources of wisdom, information, experience, confidence, insight, relationship, status, etc.) to a mentoree, at an appropriate time and manner, so that it facilitates development or empowerment.
 - Stanley, Paul & Clinton, Robert. 1992. *Connecting: The Mentoring Relationships You Need to Succeed in Life.* Singapore: The Navigators.

Reflection on Your Kingdom Investment

1. Have you figured out how to take the best of who you are and invest it in God's kingdom in such a way that it reproduces dividends that last for an eternity?
2. Do you intentionally look for ways to take those gifts and abilities and use them in a way that other people can benefit from?
3. Do you see ways that God would like to use you that you don't feel confident doing now?

- Sanders, Martin. 2009. [*The Power of Mentoring: Shaping People Who Will Shape the World.* Camp Hill, PA: WingSpread Publishers.](#)

Mentor's Role

- see God-given potential in mentoree
- patient with mistakes, weaknesses, abrasiveness to encourage growth
- flexible and adaptable to complex and challenging issues and circumstances
- share perspectives, vision, experience, books, messages, time, material and human resources.
- shepherd, teach, coach, model and lead.

Your chief task as a mentor is to come alongside a leader, creating a relationship of trust and accountability that promotes reflection, self awareness, perspective and change.

Carson Pue. [Arrow Mentoring Guide](#).

Biblical examples of Mentors:

- Eli & Samuel
- Elijah & Elisha
- Moses & Joshua
- Barnabas & Paul
- Paul & Timothy
- Peter & Mark
- Jesus & His Disciples

Healthy Mentoring is:

- Relational
- Incarnational
- Transformational
- Spiritual
- Intentional

Carson Pue. n.d. *Arrow Mentoring Guide*.

2. Mentoring Goals—Laying and Living Out Foundational Principles

A Tragedy

- Saul became the first king of Israel. He was used to defeat numerous armies from the enemies of God's people. In terms of status, accomplishment, career, power, recognition, a man can go no higher than what Saul was given.
- But a man can also sink no lower than Saul.
- His son was angry with and ashamed of him (1 Sam 20:32-34).
- His men refused to take orders from him (1 Sam 22:17).
- He murdered Ahimelech and his whole priestly family (1 Sam 22:18).

What was wrong with Saul?

What went wrong!

1Sa 9:1-2 There was a man of Benjamin whose name was Kish, the son of Abiel, son of Zeror, son of Becorath, son of Aphiah, a Benjaminite, a man of wealth. And he had a son whose name was Saul, a handsome young man. **There was not a man among the people of Israel more handsome than he. From his shoulders upward he was taller than any of the people.**

1Sa 15:22-23 And Samuel said, "Has the LORD as great delight in burnt offerings and sacrifices, as in obeying the voice of the LORD? Behold, **to obey is better than sacrifice**, and to listen than the fat of rams. For rebellion is as the sin of divination, and presumption is as iniquity and idolatry. **Because you have rejected the word of the LORD, he has also rejected you from being king."**

A Lesson from Saul's Life

Saul's Response

1Sa 15:30 Then he said, "I have sinned; yet honor me now before the elders of my people and before Israel, and return with me, that I may bow before the LORD your God."

1Sa 20:31 For as long as the son of Jesse lives on the earth, neither you nor your kingdom shall be established. Therefore send and bring him to me, for he shall surely die."

A Lesson for Samuel

1Sa 16:6-7 When they came, he looked on Eliab and thought, "Surely the LORD's anointed is before him." But the LORD said to Samuel, "Do not look on his appearance or on the height of his stature, because I have rejected him. For the LORD sees not as man sees: man looks on the outward appearance, but the LORD looks on the heart."

A Lesson for Us → MENTOR FROM INSIDE OUT

A life focused on what man sees	A life focused on what God sees
Focus on External	Focus on Internal
Love the Limelight	Self Effacing
Outward display: appearance, performance, and accomplishment centred, valuing competency first.	Inward security rooted in Christ, valuing authenticity and character first
Jealous, competitive, condescending, high control	Celebrate others, share resources, empower others
Life ambition & purpose: Build the kingdom of self	Life ambition & purpose: Know Christ & Build His kingdom
Motivated by the pride of life	Motivated by grace undeserved
Serve others to look good	Serve others to conform to Christ
Seek man's approval	Seek God's glory
Entitled and Disgruntle	Inward brokenness and contentment
Flustered and anxious when under stress	Rested in Christ when under stress
Controlled by the need to control	Trustingly yielded to God's sovereign control
Seek to gain power	Seek to build relationships
The end result is what matters	The means to the end matter

A House Built on Sand / A House Built on Rocks



Mat 7:24 "Everyone then who hears these words of mine and does them will be like a wise man who built his house on the rock."






- **Mat 7:26** "And everyone who hears these words of mine and does not do them will be like a foolish man who built his house on the sand."

To Mentor Rightly, Be the wise man who build his house on the rock.

- Know Christ's word
- Live and obey His word
- Experience the blessing of obedience
- Share out of the fullness of that blessing

The difference between the wise and the fool is not in hearing and knowing God's word, but in obeying and doing it.

This is allowing God's word to transform

- our mind (worldview), 
- our heart (character), 
- and our will (purpose). 

This is loving God with our whole person.

Otherwise, we will preach and teach a form of religion without its power and the fruits of godliness.

The Mentoring Goal—Laying and Living the Foundational Principles of the Christian Life.

- Col 1:28 **Him we proclaim**, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ.
- Col 2:6-7 Therefore, as you received Christ Jesus the Lord, so walk in him, **rooted and built up in him** and established in the faith, just as you were taught, abounding in thanksgiving.
- Col 2:8 **See to it that no one takes you captive by philosophy** and empty deceit, according to human tradition, according to the elemental spirits of the world, and **not according to Christ**.



Be Rooted And Built Up in Christ

A. Mentor with the True Gospel

The False Gospel according to the Human Philosophy of Our Age

- Value the external since no one can see the internal.
- Live for the short term, neglect the long haul.
- Think life consists of the things we possess
- Gain the whole world and forfeit the soul

The Goal of Mentoring: Living by the True Gospel according to Christ:

- Deep yearning for God that comes from:
 - Knowing the Gospel → a deep sense of brokenness and thankfulness for grace undeserved.
 - Knowing the Lord as my Shepherd → I have everything I need for He is my everything.

B. Mentor By Following Paul's Example

17 Brethren, join in following my example, and observe those who walk according to the pattern you have in us.

18 For many walk, of whom I often told you, and now tell you even weeping, that they are enemies of the cross of Christ,

19 whose end is destruction, whose god is their appetite, and whose glory is in their shame, who set their minds on earthly things.

20 For our citizenship is in heaven, from which also we eagerly wait for a Savior, the Lord Jesus Christ;

21 who will transform the body of our humble state into conformity with the body of His glory, by the exertion of the power that He has even to subject all things to Himself.

C. Mentor with a Deep Sense of Destiny

- Php 3:10-11

that I may know Him and the power of His resurrection and the fellowship of His sufferings, being conformed to His death; in order that I may attain to the resurrection from the dead.

NASB: 1995



D. Mentor towards a Wholehearted Engagement in Christ's Cause

- Col 1:24 Now I rejoice in my sufferings for your sake, and in my flesh I am filling up what is lacking in Christ's afflictions for the sake of his body, that is, the church,
- Col 1:29 For this I toil, struggling with all his energy that he powerfully works within me.

Summary: To Mentor towards the Right Goal

- Seek to know Christ and the power of His resurrection
- Seek to know the fellowship of His suffering through our labour for the Gospel ministry of the church
- Seek to lived for the long haul, not just for the short term gains.
- Seek to mentor from inside out.

I press on toward the goal for the prize of the upward call of God in Christ Jesus. Php 3:14



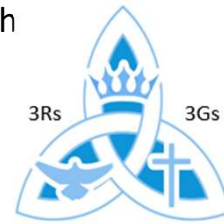
3. Mentor from Inside Out

A. To Mentor from inside out, keep returning to

♥ **Revel** in the **Glory of God** —yearning, communion → worship & intimacy

💡 **Rivet** to the **Ground of Christ's Cross**—brokenness and gratitude → humility and assurance

👣 **Rely** on the **Guidance of Holy Spirit's** —boldness and empowerment → sensitivity to mediate God's grace and presence through

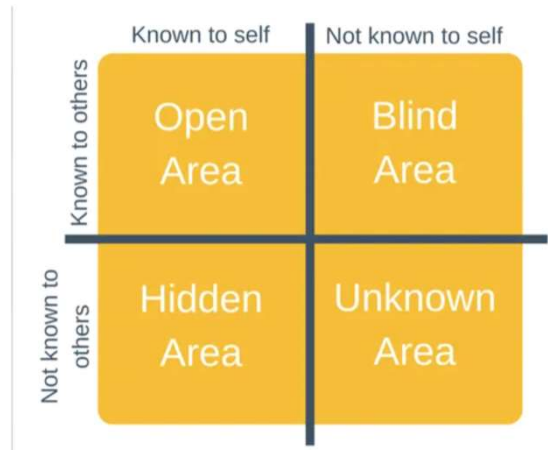


B. Mentor the Basics in Three Arenas

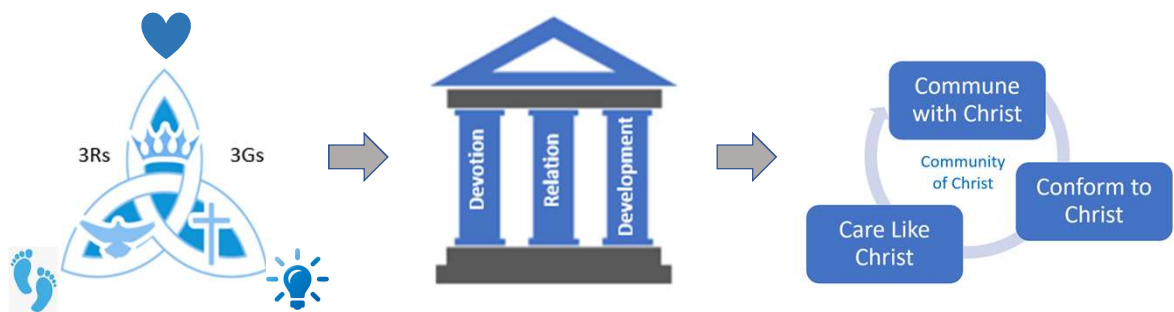
- Worship & Intimacy in **Devotional life**—Communion with Christ, practised individual and corporate worship, reading of God's word, prayer (VS dryness and shallow superficiality)
- Humility and assurance in **Relational life**—Conform to Christ, living out a cross shaped life at home and at work (vs inconsistency & Hypocrisy)
- Boldness and Empowerment in **Developmental life**—Care like Christ, developing gifts and skills as we respond to God's calling to do the works He call us to do, building Christ community (vs complacency & stagnation)



The Johari Window



C. Mentor with 3 Discipleship Paradigms



D. Mentoring/Discipling New Believers—Lay the Foundation

Teach and Show them

1. Who our Trinitarian God is—God the Father, God the Son, God the Holy Spirit.
2. How they can walk with God
3. How they can walk with one another
4. How they can live as Christ's witnesses



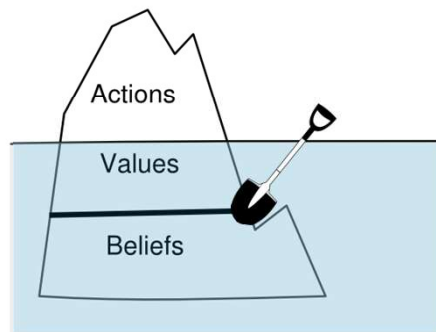
A Sample Curriculum for Mentoring New Believers



E. Mentor for the Long Haul—Dig Deeper to Build Deeper

Discern and Work on the Substance and Structure Below the Ice Tip

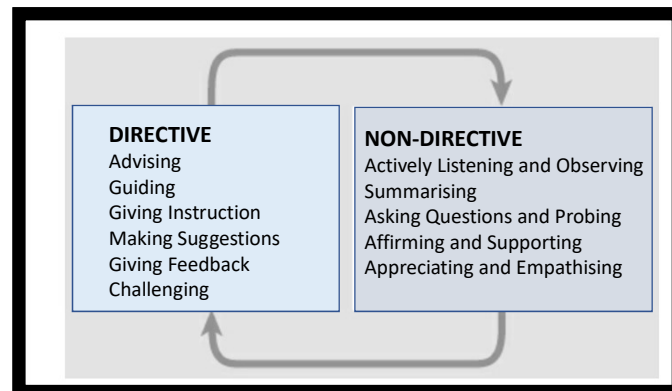
- Structure
- Subtext
- Intertext



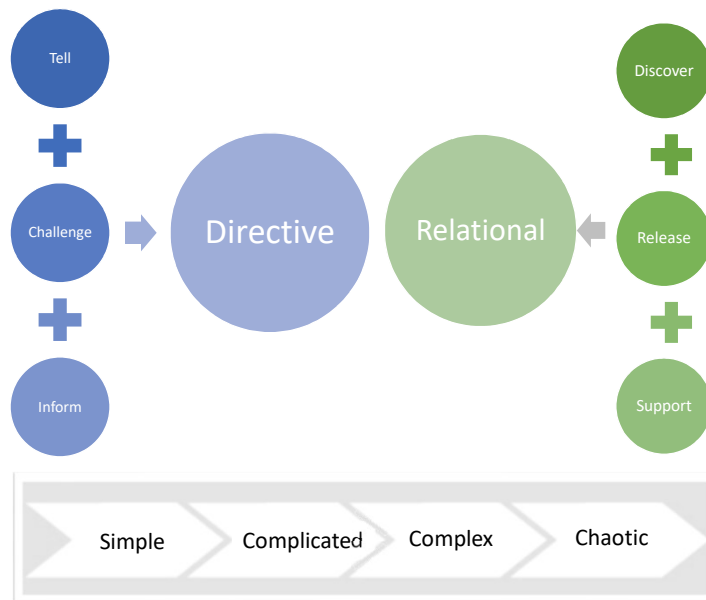
4. Mentoring Styles

Mentoring Styles

- Directive VS Relational

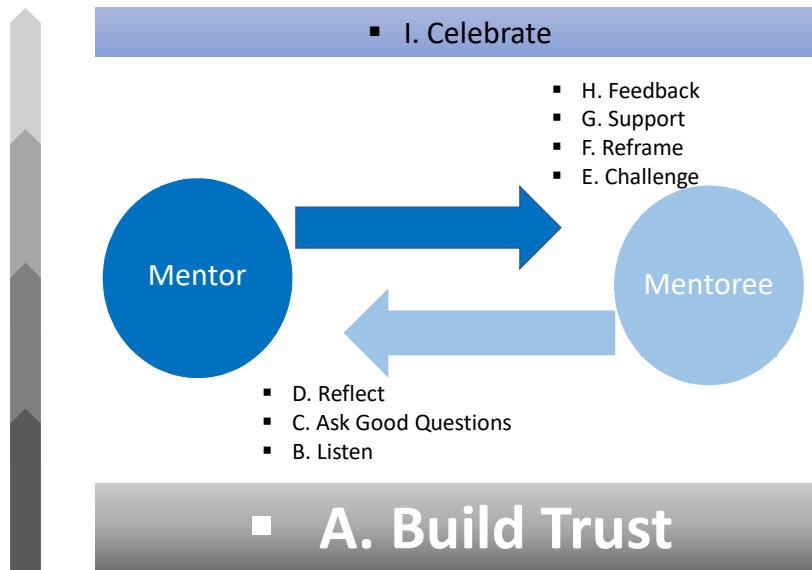


Choosing between a Directive VS Relational Style

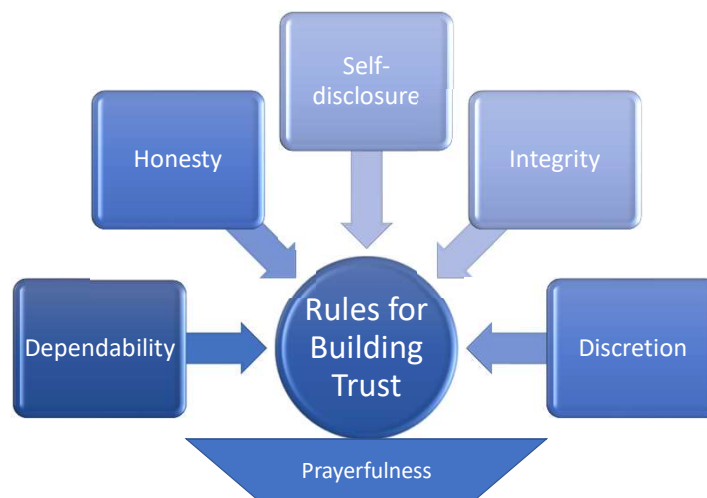


5. Mentoring Skills

Mentoring Skills Overview



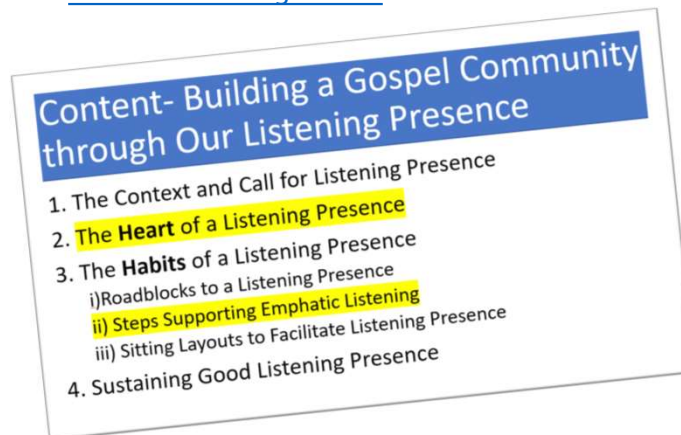
A. Build Trust



Moreover, as for me, far be it from me that I should sin against the LORD by ceasing to pray for you, and I will instruct you in the good and the right way. (1Sam 12:23)

B. Listen

- The act of listening builds trust and acceptance and allows the mentee's "voice" to be honored and heard.
 - Carson Pue. n.d. [Arrow Mentoring Guide](#).



Listening Presence—Its Manner and Motivation

- These were hard yet holy moments where **the manner of attending and waiting was reverential** and the motivation for doing so is love.
- In Gethsemane, Jesus's disciples failed to offer him such companionship

- Ewan Kelly, [Personhood and Presence: Self as a Resource for Spiritual and Pastoral Care](#) (London; New York: T&T Clark, 2012), 26.

Listening Presence—A Nurturing Wisdom that Cares

- It requires an awareness of the possibility of the burdens our fellow humans bear.
- It requires us to discern the times when others want to share their inner lives and when they don't,
- It requires us to discern God's promptings and learn from our experience.
- It requires us to know we are not God, we do hear and speak wrongly
- It requires us to be gentle with ourselves and others
- Silence, touch, or tears are sometimes our best responses

- Ewan Kelly, [*Personhood and Presence: Self as a Resource for Spiritual and Pastoral Care*](#) (London; New York: T&T Clark, 2012), 38.

Heart and Habits of Listening Presence

An emphatic understanding with

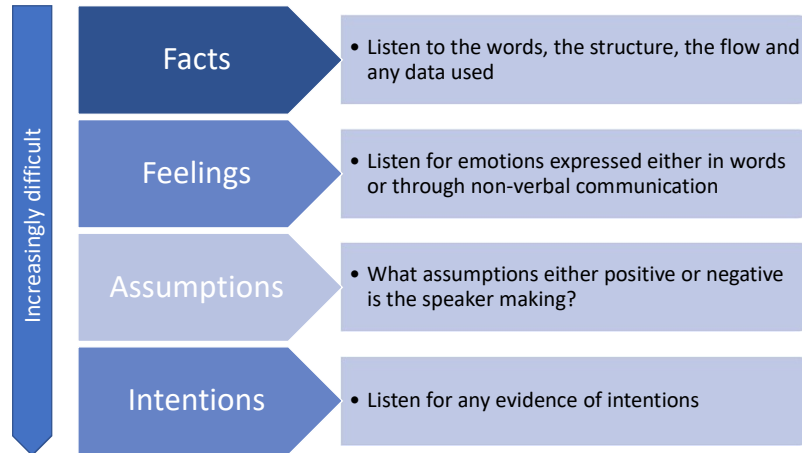
- Willingness to see through another's eyes,
- to suspend self-centeredness,
- to receive respectfully what they have to offer,
- and to desire their well-being—a commitment to understand their suffering and to lighten it

these are habits of mind and heart that underlie and motivate empathic understanding.

It is Covenantal Love in practice

- William R. Miller, [*Listening Well: The Art of Empathic Understanding*](#) (Eugene, Oregon: Wipf and Stock, 2018).

What to listen for



Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* ePub eBook (p. 48). Pearson Education. Kindle Edition.

C. Ask Good Questions

Within the mentoring relationship, key questions are crucial to helping guide the mentoree in life direction and character development. These are questions that help the mentoree reflect on reasons behind personal issues or behaviors or establish personal guidelines for dealing with a particular issue. By exploring these issues, the root of the problem is attacked and resolved

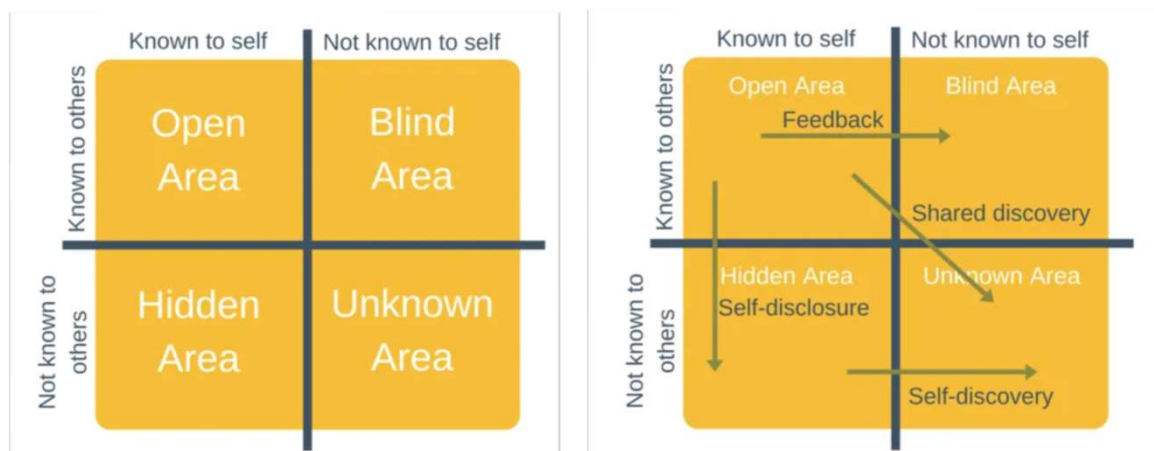
- Sanders, Martin. 2009. [*The Power of Mentoring*](#).

A good question

- ✓ Doesn't make assumptions or judgements, in its framing or tone.
- ✓ Encourages deeper reflection from different perspectives.
- ✓ Helps others focus on what they can do, than on blame, excuses and revisiting old grounds.
- ✓ Allow space and time for answer without giving away your perspective.
- ✓ Let mentorees develop their solution.
- ✓ Challenges assumptions.
- ✓ Allow expression of facts and emotions.

Adapted from Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook. Pearson Education. Kindle Edition.

Good Questions Can Be Use to Reduce Hidden, Blind and Discover Unknown Areas in the Johari Window



Useful Type Questions

Type of Questions	When to use	Example
Searching question	To encourage one to explore and expand on a topic	What would you be willing to change to achieve your goal? What would you be willing to let go of?
Clarifying question	To check your understanding, clarifying what has been said	If I understand you correctly, you are suggesting . . . What specifically does that look like?
Creative question	To stimulate one's thinking, encourage new ideas or prompt reflective thinking on an issue	What would you do if there were no barriers? Let's get creative, what about some new ideas for solving this?
Process question	To reflective on needs and action, to focus on objectives.	What would you like to get out of this session? How do you think I can help you?
Follow up question	To get more information and understand the rationale and motivations.	How do you think you would do that? How will this action contribute to your goal?
Reflective question	To reflect back one's statement for them to reflect deeper about an issue. To uncover emotions and attitudes	You say he was unhappy, how did he show it? You said you were very emotional about the situation, what were you feeling?

Questions to Avoid

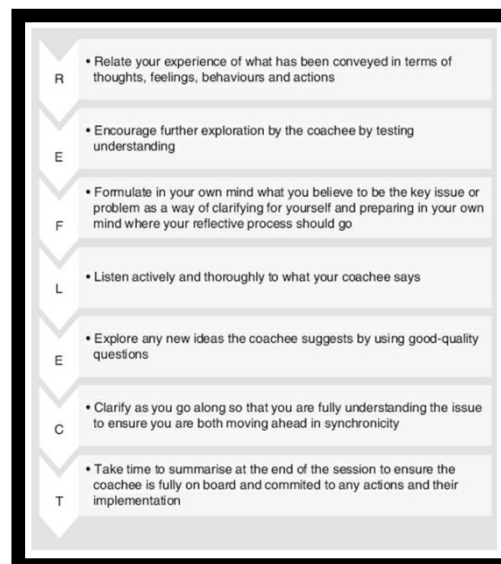
Type of Questions	When to use	Example
Leading questions	It presupposes the answer	We're in agreement on that, aren't we? You find her quite challenging as well, don't you?
Closed questions	Questions that elicit a one-word or yes/no answer, that close conversation down	Have you done anything about it? Do you agree?
Multiple questions	Asking several questions at the same time	How do you feel about this? Are you upset about the outcome? What is your next step?

Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook. Pearson Education. Kindle Edition.

D. Reflect

- Reflection is **an essential communication skill** that demonstrates good-quality listening and helps to build open, honest and mutually respectful coaching relationships.
 - Patience is vital for developing **an effective coaching relationship** and in order to encourage reflection which **can often be quite time-consuming**.
 - **Curiosity is essential** for good reflection and you must be truly interested in helping your coachee to fully understand, explore and expand on the issue for themselves.
 - Test your understanding
 - Clarify
 - Summarise
- Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* ePub eBook (p. 78-82). Pearson Education. Kindle Edition.

The Reflective Practice Model



Source: adapted from Davies, S., *Embracing reflective practice, Education for Primary Care* (Radcliffe Health, 2012)

E. Challenge

Challenging others to see things as they are and as they could be, beyond the comfort zone

1. Seeing things as they are (Reality Check, examine assumptions)
2. Creating solutions (offer perspective)
3. Consider timing and balance.

F. Reframe

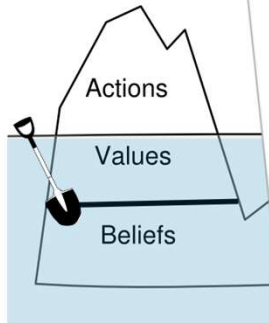


- Presenting alternative perspectives/lenses

“your job to try and offer the coachee other frames which are just as valid, but are actually less negative and more positive, more useful and more helpful.”

Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook (p. 84). Pearson Education. Kindle Edition.

Engaging Our World through Biblical Lenses

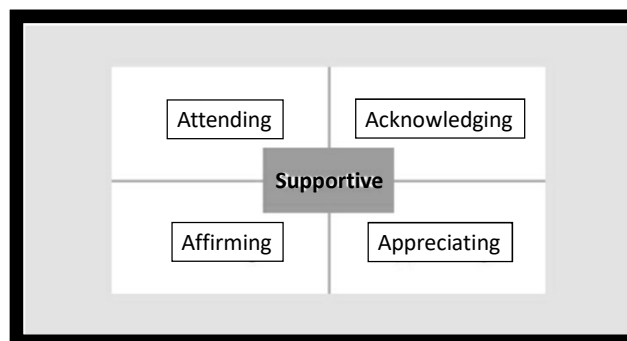


Summary of the 8 Existential Questions

1. **The WORD:** Where to find wisdom?- Truth to set me free
2. **The Trinity:** Who is God? –Become a worshipper from an idolater
3. **Creation:** Who am I? – My being, identity, significance and purpose
4. **The Fall:** What's my problem?- Dead in Sin
5. **The Cross:** What's my solution?-Saved and Changed by Christ
6. **Consummation:** What's my hope?-Spurred by heaven's glory
7. **The Church:** Who's my community?-No longer travelling alone
8. **Our Sanctification:** What's God's goal for me?-Become like Christ.

Adapted from Kellemen, Robert W.. Gospel-Centered Counseling (Equipping Biblical Counselors) (p. 290-93). Zondervan. Kindle Edition.

G. Support



- Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook (p. 88). Pearson Education. Kindle Edition.

H. Feedback

- Be prepared to both give and receive feedback.
- Feedback requires you to use diplomacy and tact.
- Focus your feedback on behaviour you observe or experience and be constructive.
- Be detailed and precise when giving feedback.
- Use 'I' statements – own the feedback.
- Be aware of the emotional impact of your feedback.
- Actively encourage feedback from your coachees.

• Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* ePub eBook (pp. 97-98). Pearson Education. Kindle Edition.

Mentor's Feedback especially for Ministry Leaders

- ► Corrective feedback is characterized by an objective analysis of the facts, the factors involved in what may have gone wrong, and insights that were observed in the leader that may have contributed to the behaviors.
- ► Develop the skill of providing constructive feedback including: identification of the issue, possible root causes for the breakdown, reviewing leadership practices that were deficient or need work, laying out realistic options, anticipating outcomes, flagging what to look for as danger signs, and praying for the release of a new set of circumstances.
- ► . . . have a discussion early on . . . about accepting responsibility for one's actions and . . . practices when it comes to facing their role in difficult or messy breakdowns in life and ministry.
- ► . . . point out possible areas of professional pride and subtle issues that creep into the role of ministry that deflect from our modeling of God's grace.
- ► . . . give warning if an action or potential decision may have damaging results to the . . . ministry. . . coupled with a thorough discussion of the reasons for such a judgment. . . review and learn from outcomes.
- ► Possible danger areas . . . : dealing poorly with others, missing deadlines and meetings, unethical behavior, taking a known adversarial position, outright sinful actions, blind spots, recognized failure to learn and apply, ignoring key areas of life's balance of ministry and family, and/or following physically unhealthful practices.

• Carson Pue. n.d. [Arrow Mentoring Guide](#).

I. Celebrate Victories

- **Celebrate** big and small victories...gloat over it in the Lord presence....turn it into a thanksgiving.

Praise God

6. The Mentoring Process

The Mentoring Process

Mentoring Objectives- spiritual, physical and relational health and growth. (Exercise of self care, prioritize relational health)

Mentoring Stages

- a. God and self awareness
- b. Overcoming growth challenges and obstacles
- c. Gift, calling, and servanthood development
- d. Implementing growth and service plan
- e. Sustaining growth and service
- f. Evaluation

Clarifying Expectations and ground rules

- What are your expectations of each other?
 - What are the mentee's goals and objectives?
 - What sort of areas will the mentee wish to focus on – career development, current role, specific challenges, etc.?
 - Who will take responsibility for setting up meetings, and their frequency? A good-quality mentoring relationship is usually driven by the mentee. The mentor will however have to make time available for the sessions.
 - What level of formality do you expect? Usually the more informal the better with mentoring.
 - How and when will you review how things are going?
 - Are you going to keep notes? Sometimes brief notes to remind yourself of what was discussed are useful, but both parties must agree if this is the case.
 - Agree the need for total confidentiality and respect for the integrity of the relationship. By this we mean that neither party should use the relationship in an exploitative way.
- Dent, Fiona; Brent, Mike. The Leader's Guide to Coaching & Mentoring ePub eBook (p. 24). Pearson Education. Kindle Edition.

f) Evaluation

- **Evaluate your time together:**

- ► How do you feel about our times together?
- ► What are you finding most helpful?? Why?
- ► What are you finding least helpful? Why?
- ► Are your initial expectations being met?
- ► Are there ways we could improve these times?

- **Evaluation your mentoring Goals**

- ► How are you doing with the plans you have set out earlier to do? Should it be tweaked?
- ► What specific insights have stood out to you in the last several months?
- ► What are you going to do less of...and more of?
- ► When you think of being “Communion with Christ, becoming like Christ, caring like Christ, in Christ community” – how are you doing? Where are you seeing progress? Where are you seeing blocks?

- Carson Pue. n.d. [Arrow Mentoring Guide](#).

7. Mentoring Types and Intensities

Mentoring Types and Intensities

"Life should be seen in the context of multiple generational relationships, where there is a constant flow of energy, experience, wisdom and commitment."

Intensive

- Discipler—teaches the basics of following Christ
- Spiritual guide—offers direction, accountability, insights for questions, commitments, decisions affecting spiritual growth.
- Coach—motivates and trains skills needed for a task or challenge.*

Occasional

- Counselor—gives timely advise, corrects, gives perspective on self, others, situation and ministry
- Teacher—gives knowledge and understanding of a particular subject
- Sponsor—helps with ministry guidance and gives protection

Passive

- Contemporary Models—personal model for life & ministry, inspires emulation.
- Historical Models—past life that teaches principles & values for life and ministry

- Adapted from Stanley, Paul. & Clinton, Robert. *Connecting*. 42.

Coaching also refers to the "use of skillful questioning, and a structured conversation, to support the coachee's learning . . . achieved by the coachee through self-reflection, self-exploration of the options and thoughtful action."

<https://www.skillpacks.com/coaching-vs-mentoring/>

The Discipling Process

"Discipling others is the process by which a Christian with a life worth emulating commits himself for an extended period of time to a few individuals who have been won to Christ, the purpose being to aid and guide their growth to maturity and equip them to reproduce themselves in a third spiritual generation."

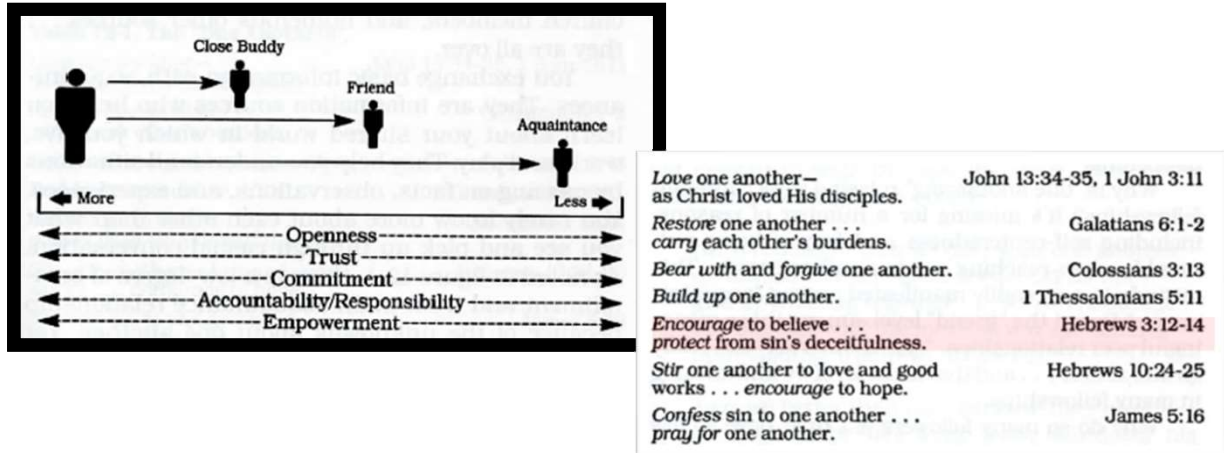
Sanders, Martin. 2009. [*The Power of Mentoring: Shaping People Who Will Shape the World*](#). Camp Hill, PA: WingSpread Publishers.

	Example	<i>Discipling others is the process by which a Christian with a life worth emulating</i>
	Commitment	<i>commits himself</i>
	Time	<i>for an extended period of time</i>
Numerical Limitations		<i>to a few individuals</i>
PHASE 1:	Evangelism	<i>who have been won to Christ,</i>
	Direction	<i>the purpose being</i>
	Guardianship	<i>to aid and guide</i>
PHASE 2:		
	Growth	<i>their growth to maturity and equip them</i>
PHASE 3:		
	Reproduction	<i>to reproduce themselves in a third spiritual generation.</i>

Peer Mentoring

Figure showing Types of Peer Relationships

Stanley and Clinton. *Connecting*. 173.



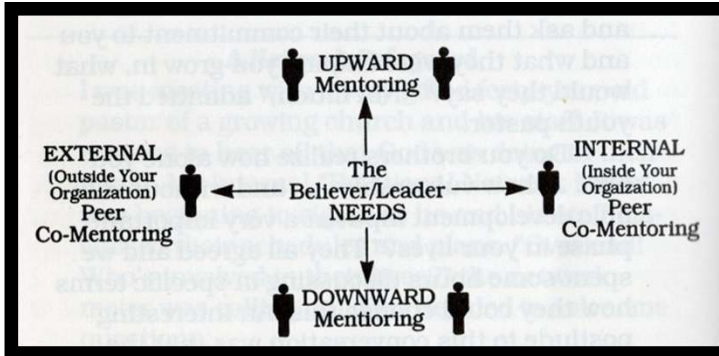
Stanley and Clinton. *Connecting*. 175.

8. Establishing A Network/Range of Mentoring Relationships

Range of Mentoring Relationships

Figure showing A Constellation Model of Mentoring Relationships

Stanley and Clinton. *Connecting*. 162



“Life is to be fortified by many friendships. To love, and to be loved, is the greatest happiness of existence.”

— Sydney Smith

One characteristic of those who finish well, “They had a network of meaningful relationships and several important mentors during their lifetime.”

Stanley and Clinton, *Connecting*, 215.

Looking for/Establishing Mentoring Relationships

- Assess needs, Pray and Seek. Trust God for needed relationships.
- Set growth goals, evaluate & fill missing gaps, look for them inside and outside the church in your spheres of involvement
- Cultivate relationship, initiate time spent together, discover values and desires
- Maintain contact, prioritize schedule, leverage on overlapping spheres of involvement
- Develop a network

Adapted from Stanley & Clinton, *Connecting*, 193 and

https://www.researchgate.net/publication/242418390_Five_Key_Steps_for_Effective_Mentoring_Relationships

Dynamics of Mentoring Relationship

- The important thing about mentoring is the quality of the relationship. This needs to be one of complete trust and empathy, which then allows for honesty, openness and challenge between the two parties.
- Most mentoring relationships are developed over a long period and can last for many years.
- There can be long periods of time between meetings.
- Meetings are often informal and impromptu and take place as and when needed by the mentee.

Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* ePub eBook (p. 19-20). Pearson Education. Kindle Edition.

Benefits of Mentoring Relationships

“in addition to helping your mentee develop, you yourself will be developing your own skills and capabilities. . . .

help you to be more aware of what other areas of the business are doing, thus gaining information and understanding about what’s going on outside your normal relationship network in your organisation. Additionally it enables you to have the opportunity to challenge your own perspectives on various issues through the reflective process that you engage in with mentees.”

Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* (p. 22).

As a mentor, you have the unique privilege of speaking words of blessing, hope and truth into the life of a leader.

Carson Pue. *Arrow Mentoring Guide*.

9. Dig Deeper Tools for Discipleship and Mentoring

A. Eightfold Core Curriculum for Discipleship



Chan Edmund and Ann. 2009. Roots & Wings. 22-28

These 8 curriculum are fundamental, progressive, diagnostic and prescriptive

1. Who is God?
(Biblical Theology)
2. Who is my Master in life?
(Biblical Allegiance)
3. Who am I?
(Biblical Identity)
4. What am I called to do?
(Biblical Purpose)
5. What is of ultimate importance in my life?
(Biblical Values)
6. What are the things I must put first?
(Biblical Priorities)
7. How can I be empowered?
(Biblical Empowering)
8. What should I anchor my life upon?
(Biblical Foundation)

Surface
Problem

Root
Problem

Solution



B. Questions For Accountability

Questions for Accountability

1. Where are you at right now with God?
2. What have you read in the Bible in the last week?
3. What has God been saying to you in this?
4. Where do you find yourself resisting God these days?
5. What specific things do you find yourself praying for regarding others?
6. ... for yourself?
7. What specific tasks are facing you that you consider incomplete?
8. What habits are intimidating you at present?
9. What have you read in the secular press this week?
10. What general reading have you been doing?

Questions for Accountability

11. What have you done to play this week?
12. How are you doing with your spouse? Your kids?
13. If I were to ask your spouse about your state of mind, spirit, etc., what would she say?
14. Are you sensing any spiritual attacks from the enemy this week? Today?
15. If Satan were to try to invalidate you as a servant of God, where or how would he attack you?
16. What is the state of your sexual life (temptations, fantasy, etc.)?
17. Where are you at financially (Do you have control, debts, etc.)?
18. Are there any unresolved conflicts (ailing relatives, stress, disputes) in your circle of relationships right now (family, friends, those among whom we're supposed to feel safe)?
19. When was the last time you spent time with a friend of the same gender?
20. What kind of time have you spent with a non-Christian this past week?

Questions for Accountability

21. What challenges do you expect to face in the coming month?
22. What are your fears at the present time (letting family down, bodies letting us down, etc.)?
23. Are you sleeping well?
24. What three things are you most thankful for?
25. Do you like yourself at this point in your pilgrimage?
26. What are your greatest confusions about your relationship with God?

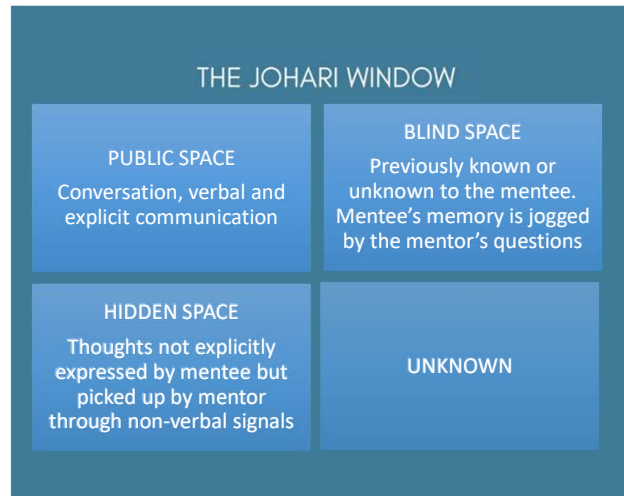
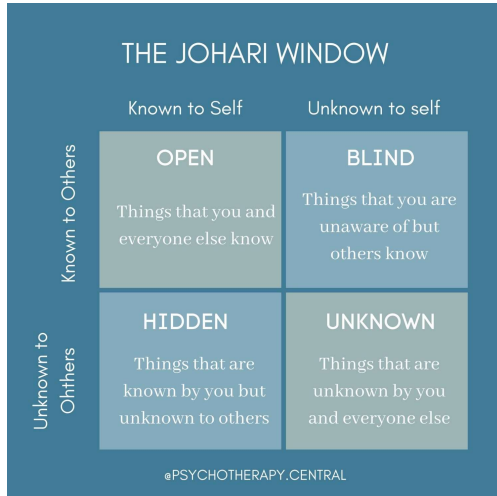
- Sanders, Martin. 2009. *The Power of Mentoring: Shaping People Who Will Shape the World*. Camp Hill, PA: WingSpread Publishers.

Other Diagnostic Tools for Mentoring

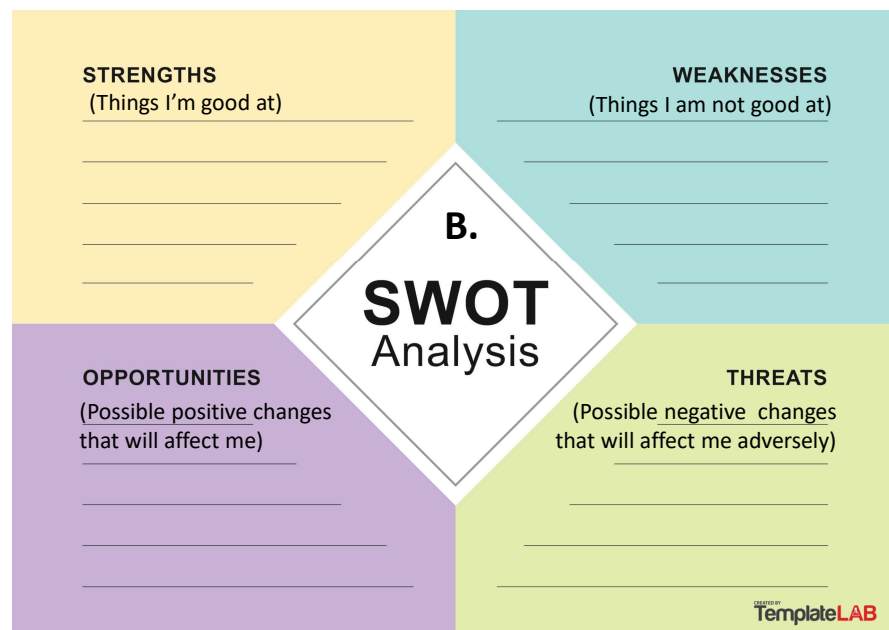


Adapted mainly from Dent, Fiona; Brent, Mike. *The Leader's Guide to Coaching & Mentoring* ePub eBook (p. 128-146). Pearson Education. Kindle Edition.

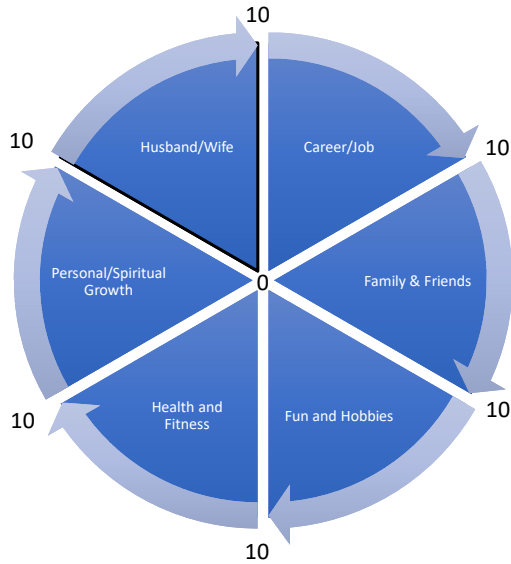
A. JOHARI WINDOW



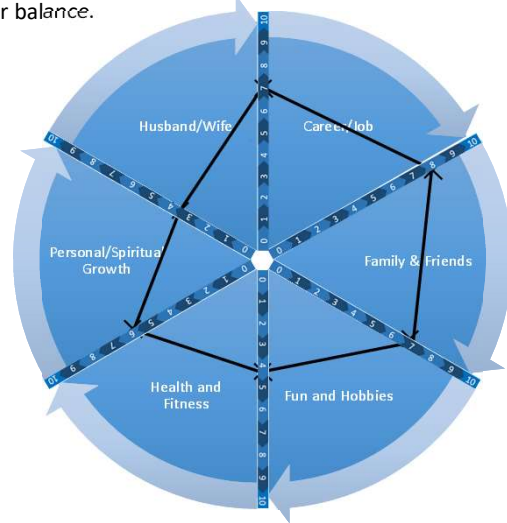
To Raise awareness of one's strength and weaknesses, and think about opportunities and threats to make possible changes.



C. Life/role Priorities Radar



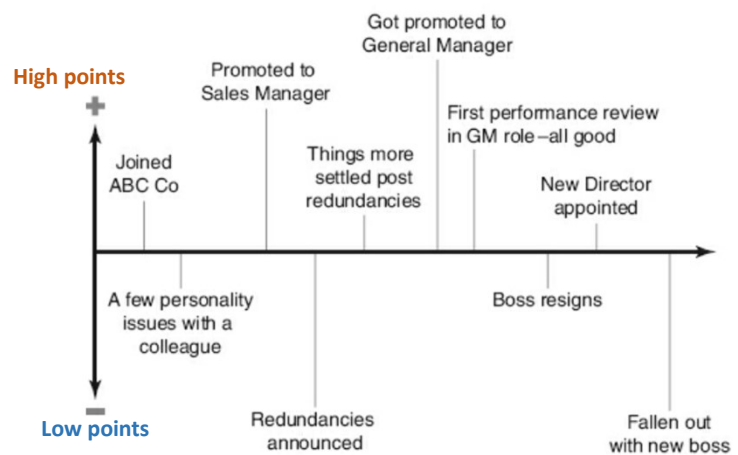
1. Mark a cross to measure time or satisfaction from 0 to 10 on each segment.
2. Then mark the ideal.
3. Discuss what and how you would like to change to create a better balance.



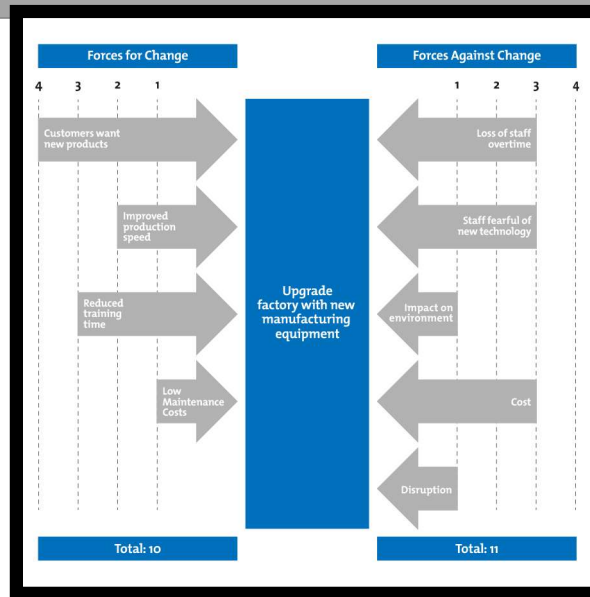
D. Timeline Analysis

For life journey reflection to tell high and low points in the previous years, to note achievement and challenges, identify patterns, or motivation/feelings for/from key events, or to recount one's story and God's faithfulness such as in uncertain and difficult times to draw past lessons for current situations.

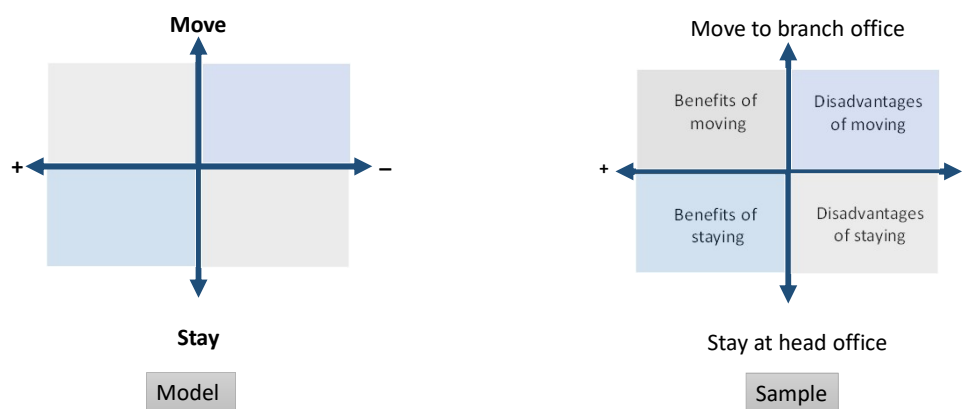
Timeline with ABC company



E. Force Field Analysis



F. Personal Decision Analysis Basic Model



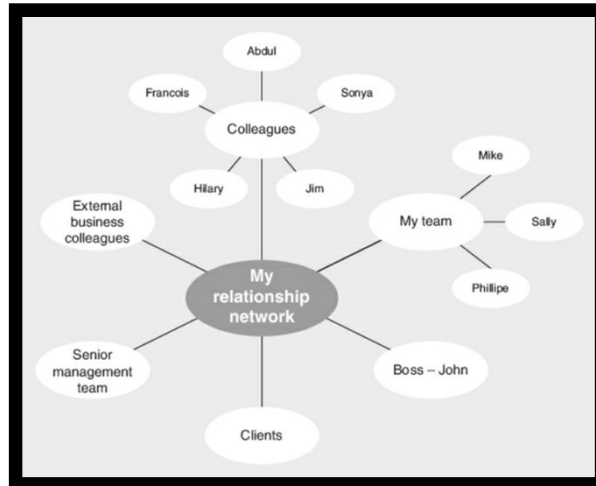
This model is helpful in structuring and clarifying rationale for decisions with 2 possible outcomes

G. Relationship Network Map

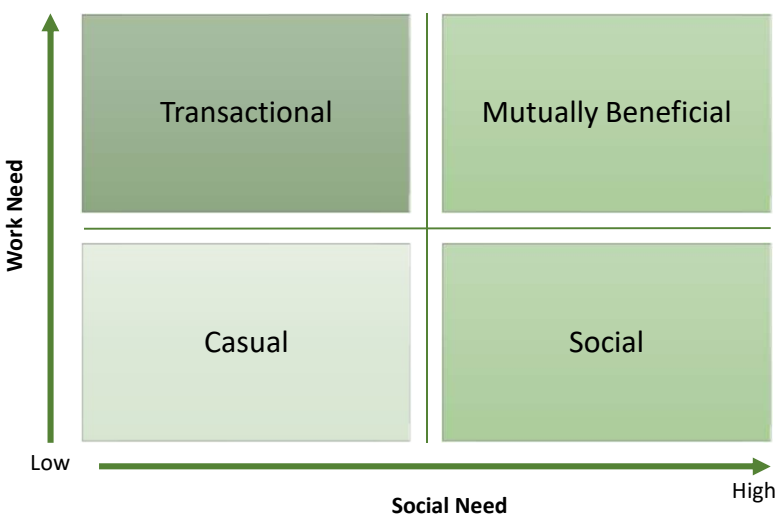
This map explains the various business relationship of the mentee

Eg. The mentee can annotate on the map:

1. Most important people for success in his role.
2. People he has good-quality relationship with.
3. People he finds challenging.



H. Work Relationship Analysis Model

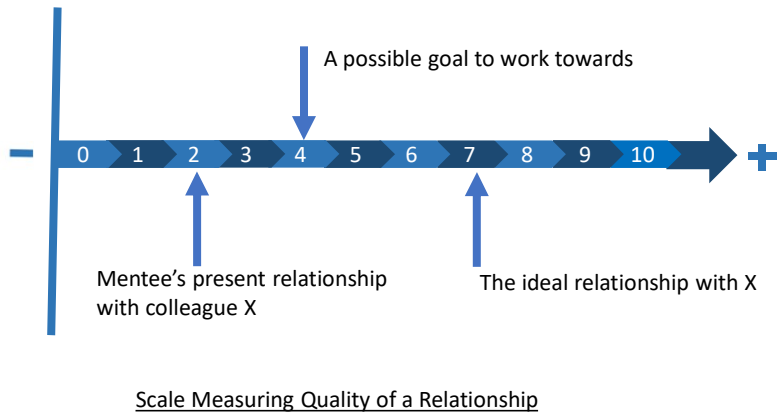


Work need—important to have effective working relationship
Social need—a person you choose to socialise with

To explore quality of work-based relationships or to identify relationships that require development

Can be use in conjunction with Work Relationship Analysis Model to assess each relationship, the implications, and if there is a wish/need to move the relationship to another quadrant

I. Scaling



- Ask mentee to rate their issue or relationship on a scale of 0 to 10. Ask why it is so.
- Ask the mentee to mark where he/she wants the situation/relationship to be.
- If the gap is wide, suggest smaller increment towards the ideal and identify specific actions to take by making small changes

10. Reflection on Your Kingdom Calling and Investment

Evaluating Your Gifts and Calling

1. What do you like to do?
2. What have you been successful at?
3. What is a primary passion of your life? What do you dream about when you give yourself time and permission to dream?
4. Of the experiences you have had in the last five years, which ones have captured your imagination the most?
5. If you were guaranteed that success and money were not an issue, what would you do with your life?
6. Do you feel trapped, or is there fulfillment in what you do? Can you see yourself there for the long-term or even for the rest of your life?
7. When you look at how you are investing or have invested your time, energy and giftings, is this the best use of who you are? Is this as good as it gets for you?

Sanders, Martin. 2009. [*The Power of Mentoring: Shaping People Who Will Shape the World*](#). Camp Hill, PA: WingSpread Publishers.

Evaluating Your Kingdom Investment

1. Have you figured out how to take the best of who you are and invest it in God's kingdom in such a way that it reproduces dividends that last for an eternity?
2. Do you intentionally look for ways to take those gifts and abilities and use them in a way that other people can benefit from?
3. Do you see ways that God would like to use you that you don't feel confident doing now?
4. If you could be given one or two things that would help you take the best of who you are and invest it more completely, what would it be?
 - Do you need courage, confidence, education, financial resources, empowerment or someone to walk you through the process?
 - Do you need a mentor, friend or spiritual director?
 - Do you need someone to pray with you and listen to you?
5. Think through any limitations that hold you back from investing the best of who you are. Begin to address those.
6. Interview several other people. Ask them ways they have seen God use you. Why did He use you in this way? Did it happen just once, or is there a pattern? Don't overlook old friends, members of churches you have attended, family members and ministers you have known. They can help you with this.

- Adapted from Sanders, Martin. 2009. [*The Power of Mentoring: Shaping People Who Will Shape the World*](#). Camp Hill, PA: WingSpread Publishers.



**that I may know Him
and the power of His resurrection**

and the fellowship of His sufferings,
being conformed to His death;

**in order that I may attain to
the resurrection from the dead.**

Php 3:10-11 (NASB: 1995)

Q&A