

Important Dynamics of a Mentoring Relationship

1. Attraction or Relationship Chemistry

- The mentor sees potential in someone (mentoree).
- The Mentoree sees things they respect in a mentor.
- The mentor does not need to be perfect, but willing to share their time, insights and life.

2. Expectations are Clear and Deliberate

- Identify what needs to be learned / transferred, issues to be addressed, or things that need to be talked through and processed.
- Determine how often to meet and how long the mentoring will continue for.

3. Responsiveness & Attitude of the mentor and mentoree.

- Have regular feedback, is this helping? Do we need to adjust the way we are interacting?
- Friendly accountability.

Key elements



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| ▪ Heart | - A heart of Mentoring – need a genuine heart for people. |
| ▪ Ear | - Listening skills. |
| ▪ Friendly face | - Friendly Accountability, not a boss attitude or manager. |
| ▪ Question Mark | - Question asking skills. Not yes no questions, but open questions. |
| ▪ A+ | - Setting Goals, the road ahead. Help mentorees work through this. |

Use a **three-part meeting process** with Look Back - Look Up (new things) - Look Forward.

Meet in ways that work for the context: home, coffee shop, via phone, internet video etc.

Question Asking

- Use open questions, not questions that just get a yes / no reply. Example:
 - Closed question: were you able to share the Gospel?
 - Open question: What was most effective in sharing the Gospel last week?
- The mentoree should be doing most of the talking (know when to just listen mentor!)
- Give little advice, but major on good question asking. Proverbs 20:5

Setting short term Goals and Plans

What things do you (mentoree) need to:

- Start doing?
- Stop doing?
- Adjust or continue doing?

The Mentor and Mentoree need to take Notes

Take notes, so you can keep up with each mentoring meeting.