

Character/Ability Matrix

Below is a Character/Ability Matrix. It is designed for people to see the important relationship between character and ability.

For this exercise, give the person you are mentoring a blank piece of paper and get the mentoree to create this matrix with you. Take them through the following steps:

1. Get them to draw the horizontal and vertical axes.
2. Write in high ability, low ability, poor character, Godly character.
3. Now ask the mentoree how they would describe a person with:
 - a. Poor character and low ability = Unusable
 - b. Godly character and low ability = Potential
 - c. Poor character and high ability = Dangerous
 - d. Godly character and high ability = Asset

The mentoree should get similar words; they don't need to be the same.

4. Now ask the mentoree what the "next steps" are for the person who is:
 - a. Unusable = Transformation
 - b. Potential = Training
 - c. Dangerous = Accountability
 - d. Asset = Encouragement

Again the mentoree should get similar words, they don't need to be the same.

5. Now ask the mentoree to put a mark on the matrix where they see themselves at the moment and ask why they say that.
6. Now ask the mentoree where they would like to be on the matrix and why.
7. Finally, ask how they are going to move to the place they want to be.

