

Mentoring Handbook

What is Mentoring? Mentoring is where one person comes alongside another to help them thrive in life. So the mentor is there to ask the right questions, help process issues, and encourage them in their walk with Jesus.



If we look at Jesus' relationship with His disciples, we see a number of key mentoring principles that we can learn from:

1. Listening - John 13-16 and He also picked up on loose comments, Mark 9:33
2. Asking questions - Matt 16:13, 17:25
3. Challenging - Luke 9:55, Matt 16:23
4. Affirmation and encouragement - Matt 16:17-19, John 21:15-17
5. Use of Scripture - Mark 12:10-11, Matt 22:32, Luke 24:27
6. Prayer - Jesus prayed for them, John 17, and taught them to pray, Matt 6:5-13
7. Gave access to special experiences - Matt 17
8. Offering alternative perspectives - Matt 19:24-26, Luke 10:20
9. Debriefing - Matt 17:19-20

Below are some important aspects to Mentoring

- Relationship with Jesus

The most important task of a mentor is to encourage their mentoree in their relationship with Jesus.

- Further along in the journey

Normally the mentor can help a person because they are further along in the Christian journey. It is also wise that the mentor and the mentoree are of the same gender.

- Mentoring or Coaching

A person may have a mentor for a specific area in their life or for the whole of life's journey. A coach is similar to this, but is much more about increasing a person's performance and attainment of goals/preferred future.

- A safe place

Effective mentoring involves building trust, so that people can share their thoughts and desires in a safe and confidential place. Confidentiality must be kept, unless there is illegal/ dangerous behaviour where you are encouraged to talk to a pastor and/or the police in extreme circumstances.

- Commitment

Strong relationships take time to build and mentoring over a longer period of time is obviously more beneficial. However, it is important that the mentor and the mentoree are empowered to say when they think they have come to the end of their mentoring together. At the beginning of the mentoring relationship, it is wise to have an agreed length of time for the mentoring. This is usually about 6 months and then together you can reassess after this time.

- Meet regularly

It is important that you meet regularly. Normally once every 4-6 weeks. A mentoring session usually goes for about 1 hour.

- Ask the right questions

Try to avoid giving advice and instead use questions to help the person uncover the answers they are looking for. Sometimes they might need to look at the situation differently. Again, ask questions to help them learn to see the world differently. If you just give them the answer, you make them dependent on you. If you ask questions to help them find the answer, they learn to be independent and also find out for themselves what God is saying. See page 3

- Accountability

It is essential that mentors ask the hard questions. And as things come to the surface, it is important that mentors point things out, challenge and hold their mentoree accountable.

- Believe in them

Most importantly, the mentor must believe in the mentoree and want the best for them. It is about encouraging them in their walk with the Lord, standing alongside them in difficulty, praying for them and encouraging them in their gifting.

- About them

Remember, mentoring is about the person being mentored, not the mentor. So it is vital that the mentoree has the opportunity to share where they are at and what they would like to talk about. Mentors should not talk too much, but rather ask the right questions.

So with that in mind, here is a suggested mentoring session.

Mentoring Session

1. Pray - Start with a short prayer asking God to lead your discussions.
2. Walk with Jesus - How is your walk with Jesus?
 What are you reading in the Bible?
 How is your prayer life? What are you praying about?
 Out of 10, how is your relationship with Jesus?
 (10 being great, 1 being awful)
 What is God talking to you about/challenging you on?
3. Accountability - Last time you shared about How are you going with that?
 (This refers back to previous conversations - they may have shared they are struggling in a certain area).
4. What would you like to talk about today? - This gives your mentoree the lead in where the discussion goes. You may want to begin the session with this question.
5. Purpose for the Future - This is about taking the opportunity to help them take steps to fulfil all that God has for them. This will usually come out of "what would you like to talk about?"
 However, sometimes people need help to see where they are going, so you can ask questions around their:
 - Life goals, desires, dreams, relationships, family, church, opposite sex, finances, gifting etc.
 - Help them put steps in place to achieve the above
 - Talk about their potential for what God has called them to
 - Look for their gifting and empower them in their gifting
 - You could also use some resources to help you.
6. Pray - Pray together and for each other.

Active Listening and Effective Communication

SOLER – Visual

- S – Sit facing the other person, to show them that you are there with them and for them.
- O – Open posture, indicates openness.
- L – Lean forward when appropriate to show that you're engaged in what the person is saying.
- E – Eye contact.
- R – Relax and pay attention.

LEAPS – Mental

- L – Listen to the message that is being sent, keep an open mind, don't offer advice.
- E – Empathise through acknowledging emotions that are being expressed.
- A – Ask any clarifying questions.
- P – Paraphrase by repeating in your own words what you think the other person has said.
- S – Summarise by giving a concise overview of the key points from the conversation.

The most common listening mistakes

1. Daydreaming
2. Judging
3. Rehearsing
4. Listening with an agenda

Effective Questions

Effective Questions are designed to make the mentoree really think hard before answering and will bring out answers that can be a wealth of information for understanding, empathising, then using that information to draw out a way forward.

Scaling Questions

One of the most basic yet helpful questions is the Scaling Question. This question can be used for anything, even though it is simple, it is very useful.

- “On a scale from 1-10, (1 not content at all, 10 being completely content) how content are you in your current job?”
- “On a scale from 1-10, (1 being very afraid, 10 being not afraid at all) how afraid are you of talking to new people at church?”

Once the question has been answered, the answer can be used to work out a goal.

- “How do you think you could move from a 3 to a 4?”
- “What would need to change in order for you to move from a 5 to a 6?”

The Miracle Question

The Miracle Question invites people to think about how their life would be different if their problem was no longer a problem. It helps people look towards the future rather than their present, through by-passing some strong-held beliefs that things can't change and this can help in setting good goals.

Basic Question

Close your eyes and imagine for a minute, that while you are asleep tonight, a miracle occurred and the problems you see are taken away. When you wake up in the morning, what is the first clue you get that something is different, and that indeed a miracle has occurred?

Specific Question

Imagine that while you are asleep tonight, a miracle occurs and your obsession with keeping a clean house is gone. How would you feel when you woke up? What is the first thing you would do?

Other Effective Questions– use if/when needed:

1. What could be the first step in the right direction?
2. What is standing between you and your goals?
3. What advice would you give your best friend if they were in your situation?
4. How do you think God sees you?
5. Imagine yourself five years older looking back at this moment, what would the right decision be?
6. If you knew you couldn't give a wrong answer, how would you answer?
7. If you could ask one question about this, what would it be?
8. Have you ever overcome this obstacle in the past? (looking for exceptions).
9. Do you know of anyone who has gone through this in the past?
10. What gives you hope that you can overcome this challenge?
11. What would you pursue if you knew you couldn't fail?
12. Is your goal something YOU want, or is it expected of you?
13. What is the smallest action you could take towards your goal?
14. Was there a time when 'this' didn't hold you back? (looking for exceptions).

Mentoring Evaluation Form- (for the person being mentored)

Name: _____ Mentor's Name: _____

Date: _____ Number of Sessions: _____

1. How helpful has this mentoring relationship been in helping you move forward? (Please circle)

Not helpful – very helpful

1 2 3 4 5

2. Please give reason for your answer

3. What would make the mentoring session more helpful?

4. What STEPS FOWARD have you taken in the last 6 months?

a.

b.

c.

5. What have you not done YET?

a.

b.

c.