



## REMEMBER

- Growth is a process and you may only be preparing the soil. Simply offering your staff the opportunity to see themselves and their life through the eyes of another can enlarge their perspective and this is the beginning of change that may not begin until after the camp year is over.
- It's okay not to know. Mentors don't need to know all the answers. It's OK to say, "I don't know but let's find someone who does."
- Mentoring provides an important opportunity for our staff to see the things that might be standing in the way of who God created them to be. Through our questions, we can help them recognize what story their behaviour is telling others about who they are. This gives them the chance to consider whether there may be a better story to tell.



## RECOGNIZE

- Mentoring happens when someone shares their knowledge, skills, and experience with another person to help them to progress. But mentoring is also an invitation into being heard and being known.
- Inviting younger staff to watch us - noticing how we are managing situations and living out our values at camp - is an informal way of mentoring. This can feel intimidating but it is a powerful part of helping staff learn and grow.
- Mentoring isn't about modelling perfection but humbly showing what it looks like to depend on God, imitate Jesus, and be shaped by the Spirit. Being prepared to admit our failures and apologize when they have impacted others allows us to show what it looks like to strive for growth not perfection.
- Although modelling is important, a regularly scheduled mentoring time each week goes a step further. Here we offer staff space to process, explore and recognize the things God is doing in and through them. It is a planned time to debrief, ask questions, and find encouragement for the week ahead.
- Asking welcoming questions and listening reflectively are essential skills for mentoring. Take the time to gather a set of good questions in advance that you can use either in a scheduled sit-down or an "on the way" mentoring opportunity.



## RESPOND

- **Use your time well.** Camp is a busy place. If you are meeting for a regular mentoring time, spend a minute beforehand to think about your time: What do you need to know? What do you want to communicate? What does this person need from you?
- **Keep it simple.** In a scheduled mentoring time, it can be helpful to include these three elements:
  - **Check in.** Give them a way of sharing about how they are doing. This can come in the form of a new question each week, a repeated question you always start with, or even a list or deck of random questions. Invite them to look back and unpack some of the good and difficult things they were part of in the last week.
  - **Exploration.** Exploring is based on asking great follow up questions from what you've heard in the check-in. It is more than just information gathering, it is finding out how that information affected them. Actively listen and reflect back what you hear, noticing patterns of thought or behaviour where you might offer a curious question, an insight, or a challenge.
  - **Support.** End each session by giving a concrete example of something positive that you have seen, heard or suspect might be true about them. Your job is to create a space for growth and that happens best in an environment of encouragement.
- **Invite growth.** Is there an opportunity to grow and stretch in skills, perspective or faith? Consider delivering invitations in the form of a question based on an observation. It might sound like this: "Can you help me understand..." or "I've been noticing that ...; How do you think that's impacting your relationships here?" or "It seems like God might be inviting you into something. What do you think that might be?"



MENTORING  
YOUNGER STAFF



## RESOURCES

- **Building Relationships: A Guide for New Mentors.** A good resource for training volunteers and equipping first time mentors.
- **Search Institute: "Get to Know You" Questions for Mentoring.** A list of helpful questions for getting a good overview of your mentee's strengths and struggles.
- **Learning the Language of a Growth Mindset.** A great place to start in understanding how important a growth mindset is for mentoring.