



REMEMBER

- When inviting someone into a mentoring relationship, decide ahead of time how many months the relationship will last. It's less intimidating for the teen to step into a time limited program with a specific focus - their growth!
- It's okay not to know it all. Though we may have been walking the road longer than our mentee, we are still stumbling and uncertain at times. The good thing is, mentors don't need to have it all together. They just need to be actively engaged in figuring out how to discover and live out of who God sees them to be.
- Growth is a process and you may only be preparing the soil. Simply offering your mentee the opportunity to see themselves and their life through the eyes of another can enlarge their perspective and this is the beginning of change.
- The impact of mentoring doesn't come from possessing the right information or having the right things to say. It comes from caring deeply about the mentee, living humbly as a learner, and counting on God to do the heavy lifting.



RECOGNIZE

- Mentoring is "a ministry of presence" - an adventure of knowing and being known. In youth ministry, it is joining the Holy Spirit in the conversations he is having with the youth - whether they hear his voice yet or not.
- A mentor is an older or more experienced person who offers a youth a regular space to process, explore and recognize transforming truth about themselves, God and their world.
- Mentoring is different than "hanging out" - spending time doing an activity with a teen in hopes that there may be opportunity for a deeper conversation. In an intentional mentoring relationship there's an agreed upon expectation of deeper conversation from the start.
- The invitation into a mentoring relationship has value in itself, even if the youth chooses not to commit to meet weekly with you for a space of time. It communicates that you see something good in them and think they are worth building into.
- Mentoring is less about telling than asking. When your mentee hits a roadblock ask for their ideas rather than telling them what to do next.
- Asking welcoming questions and listening reflectively are essential skills for a mentor that might take time and effort to develop - but it's worth it.



RESPOND

- **Keep it simple.** It can be helpful to think of each session as having three different parts:
 1. **Check in.** This is a request for them to invite you into their week. It 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. This is a time for them to look back and unpack some of the events and happenings they were part of - or missed out on - in the last week.
 2. **Exploration.** Exploring is based on asking great follow up questions from what you've heard in the check-in or what you wonder about based on past conversations. It is more than just information gathering. Actively listen, noticing patterns of thought or behaviour where you might offer a curious question, an insight, or a challenge.
 3. **Support.** End each session by giving a concrete example of something positive that you saw, heard or suspect might be true about them. Your job isn't to fix things in your mentee's life or to rescue them from difficulties. Your job is to create a space for growth and that happens best in an environment of encouragement.
- **You go first.** Invite them to watch how you live your life and ask questions about what they see. Share what is helpful and relevant to the mentee, knowing that this time is for them not for you. Help your mentee explore what it means to live out of who God created them to be as you demonstrate how you are in process of learning to do that as well.



MENTORING

lifeteams
resources



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 mentees 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.