

GTD | Mentoring



Effective Mentoring Meetings

Time is precious. It can be a challenge to find the time for mentoring meetings. Because the pressures on our time can be so great, it is important that we use the time we have in mentoring meetings as effectively as possible. This document explores some ideas for how to most effectively use the time that you have in mentoring meetings.

When you meet with your mentee it is helpful to think in terms of three mentoring functions that promote growth in a mentee. These components are:

- Support
- Challenge
- Vision

While each mentoring function is equally important, the order is critical. It is important to begin with supporting your mentee. By positioning yourself as an advocate and cheerleader for your mentee, you will build the trust that is necessary to challenge.

Once you have built some trust and credibility by supporting your mentee, begin to challenge him or her to take on new tasks, to examine spiritual, relational, or emotional blind spots, or enter more deeply into the culture. Begin with “easy wins” that are a bit out of your mentee’s comfort zone, but are fairly easily attainable. As your mentee gains confidence, encourage him/her to tackle more challenging topics or tasks.

Finally, work with your mentee to provide vision for the longer term future. Help make the connection to what you are doing now and its implications for the longer term future.

Here are some suggestions of how to support, challenge, and provide vision:

Support: Mentors provide support to their mentees by

- Listening

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- Providing structure
- Giving positive feedback
- Expressing positive expectations
- Serving as an advocate
- Sharing themselves

Challenge: Mentors can challenge their mentees by

- Setting tasks
- Engaging in discussion
- Setting high standards
- Helping mentees problem solve

Vision: Mentors promote vision by

- Modeling the behavior they want to teach
- Offering a road map for growth
- Providing a mirror through constructive feedback
- Setting challenging goals and helping the mentee reach them