

STANDING IN THE GAP
Mentor Training Workshop

Session 1: UNDERSTANDING YOU!

Definition of a Mentor

- **Webster's defines it as:** Someone who teaches or gives help and advice to a less experienced and often younger person. In other words, "A _____ friend!"
- **For this program we define it as:** At its core, mentoring is nothing more than building _____, first with _____, then with _____ and finally with _____.

R³ – A Simple Formula for Success

- When you get _____ with God, and then yourself, it will enable you to be real with others and then;
- Masks will be removed and real _____ are built, and they;
- _____ to the call of God. This will then spill over and transform the community at large!

_____ -> _____ -> _____

5.5 Questions EVERYONE Should Answer...

1. What are your strengths?

2. What are your weaknesses?

3. What are you passionate about?

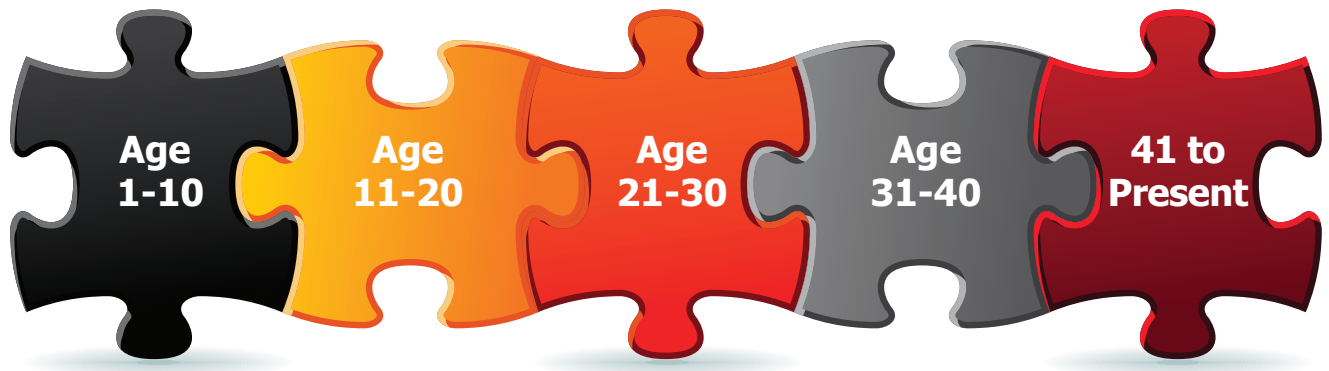
4. What's your brand?

5. What do you believe? and 5.5 Why?

This image shows a full page of blank handwriting practice paper. It features approximately 28 evenly spaced horizontal blue lines across the entire page, providing a guide for letter height and placement. The lines are consistent in color and thickness throughout.

The History of YOU!

What are the major events, relationships and circumstances that have shaped you to become the person you are today?



Questions:

| | | | | | |
|-------------------------------|--|--|--|--|--|
| People Who Shaped you? | | | | | |
| High Points | | | | | |
| Low Points | | | | | |
| Key Lesson Learned | | | | | |
| Core Life Values | | | | | |

Session II: EFFECTIVE MENTORING

Who should mentor?

- Let's be clear, you are _____ right now!
- People who have a good understanding of _____ they are.
- People with a solid _____
- People who are willing to _____ and be _____!

So What is a Mentor?

- () _____ them feel comfortable and secure
- () _____ them through powerful questions and active listening
- () _____ the relationship
- () _____ them to use the tools
- () _____ their eyes to what they can do
- () _____ the warning signs

Who should you mentor?

- It always starts with your own _____
- It is important that you _____ mentor someone of your gender. This will remove any potential temptation that might exist if you were to mentor someone of the opposite sex.
- If you are mentoring a person _____ ensure that his parent(s) is aware of the relationship.
- Ideally someone who has similar _____

IMPORTANT!

- It is important that you understand that you _____ have to have all the answers.
- When you don't know an answer to a question simply say " _____ " or " _____ "
- Remember it's a good idea for each mentee to have _____ than one mentor.

(M)ake them feel comfortable and secure

- Provide a _____ and _____ place to meet
- Establish a _____ meeting schedule
- The first _____ can be awkward so to break the ice it's always best to let them talk about _____.
- What do you do when they are not receptive?

(E)ngage them through Powerful questions and active listening

- Start with _____ questions
- Be an _____
- Ask questions, questions and _____ questions

Open with accountability questions

- After the potential awkwardness of the first meeting you will find that subsequent meetings will be much more comfortable. Therefore establish a routine for the meetings. We suggest that you begin by asking a set of accountability questions. Your mentee will come to the meeting _____ you to ask him these questions.
- Stress to them the importance of answering _____!
- If you need to dig deeper on any one _____ make a note but continue to have him answer all the _____. Then you can go back to any of his answers and explore them further.

Sample accountability questions

1. How are you doing?
2. How are you doing with your mate, person you're dating or your family? (if applicable)
3. How are you doing with your children? (if applicable)
4. What temptations are you facing and how are you dealing with them?
5. What have you been thinking about this week?
6. How are you doing at your job and/or school?
7. Have you worked on any of the things we talked about last time?
8. Is there anything else you want to share with me today?
9. Have you lied in your answers to any of the questions above?
10. Is there anything I can help you with?

Listen intently to their answers

- As you listen do not _____ or show shock at what they are saying. In all situations extend and reflect grace. This is very important to gain their trust.
- You may also find yourself wanting to _____ while they are speaking. _____. Let them get everything out and then ask questions.
- Once they stop speaking _____ to them what they just said so they know you were _____.
- Read their _____ language.

Ask questions, questions and more questions

- Questioning is _____. The _____ of asking good questions is a great tool to possess.
- If you can master this art you won't have to come up with very many _____ for them. The questions you ask should make them realize what they should do. Again, this art takes time to refine but this would be the end goal.

Provide _____ and _____ motivations

- As you are listening to your mentee answering the questions start thinking about some positive or negative motivations you can provide them. These are dependent on their _____ and are framed as a question.
 - _____ *motivation*: Ask your friend, "What do you have to gain in life by avoiding these temptations? Instead of giving into this temptation, what kind of person do you want to become?"
 - _____ *motivation*: Ask your friend, "If you continue doing this over and over, what do you stand to lose in your life?"

Ask questions, questions and more questions

- You only get _____ to the questions you _____.

The Power of Questions

- There is a gigantic _____ between the person who has _____ questions to help them process situations and the person who has _____ questions available.
- What is the difference?
- _____ Profound Questions...You receive _____ answers
- _____ Profound Questions...You receive _____ answers

(N)uture the relationship

- To _____ is to feed, protect, support and encourage
- When you build an _____ that is safe, secure and consistent _____ you show genuine interest in another's life it builds trust!

(T)rain them to use tools that facilitate growth

- Encourage your mentee to:
 - Work on things _____. If you give your mentee direction to work on some of the items you are discussing it will provide them ownership and responsibility
 - _____, _____, _____. That is to study on their own how they can grow and fulfill their dreams

(O)pen their eyes to what they can do

- Use the _____ tool to help them understand who they are and how they were made When you build an environment that is safe, secure and consistent AND you show genuine interest in another's life it builds trust!
- When you have _____ a strength they have share that with them and provide encouraging words on how they could possibly use that gift(s)
- Remember they may be using a gift to do _____ things. Show them what could happen if they used it for good. ie. Bullies

(R)ecognize the warning signs

- Recognize when someone is in need of additional help. Remember you are not a _____...you are a friend!
- I repeat you are not a _____ and if someone is describing challenges they are experiencing which you sense require a professionals help, for example:
 - *Talk of suicide or harming themselves*
 - *Talk of harming someone else*
 - *If they become aggressive or agitated*

Get them help immediately!

- **Get started today!**
 - Procrastination is a great challenge for many, therefore don't delay!
 - Look for an opportunity to serve and seize the moment!
 - Change starts with **YOU!**

Remember: Life is _____ gift to you...the _____ you leave is your gift to Him!