
The Fundamentals of Mentoring

- Learning occurs when we stretch, not when we over stress.
- Learning occurs in doing. Create 'practice fields.'
- Be reflective rather than reactive or protective.
- New frames of reference open new possibilities.
- Create a successful mental map through time and space to the place where the candidate wants to be.

(Adapted from *ChurchChampionFax*, same as above)

Inherent Qualities of a Mentor

- People involved in a mentoring relationship must have a shared understanding of what it means to mentor and to be mentored.
- Mentors have a clear sense of self, a clear understanding of their personal values and their own calling.
- The willingness to be open and vulnerable is important if a mentor is to be credible.
- Mentors need to be passionate learners rather than 'knowers.'
- Mentors value stories.
- Mentors must adopt the larger view. Be prepared to go where you are a stranger.
- Mentors should be mindful that the people they are mentoring need to feel free to accept or reject transformational mentoring that may fundamentally change them.

(Taken from *ChurchChampionFax*, Don Zimmer, vol. 4, #20, 10/4/99)