



Mentoring

A Servant Leadership Discipline

Classic Theory of Learning:

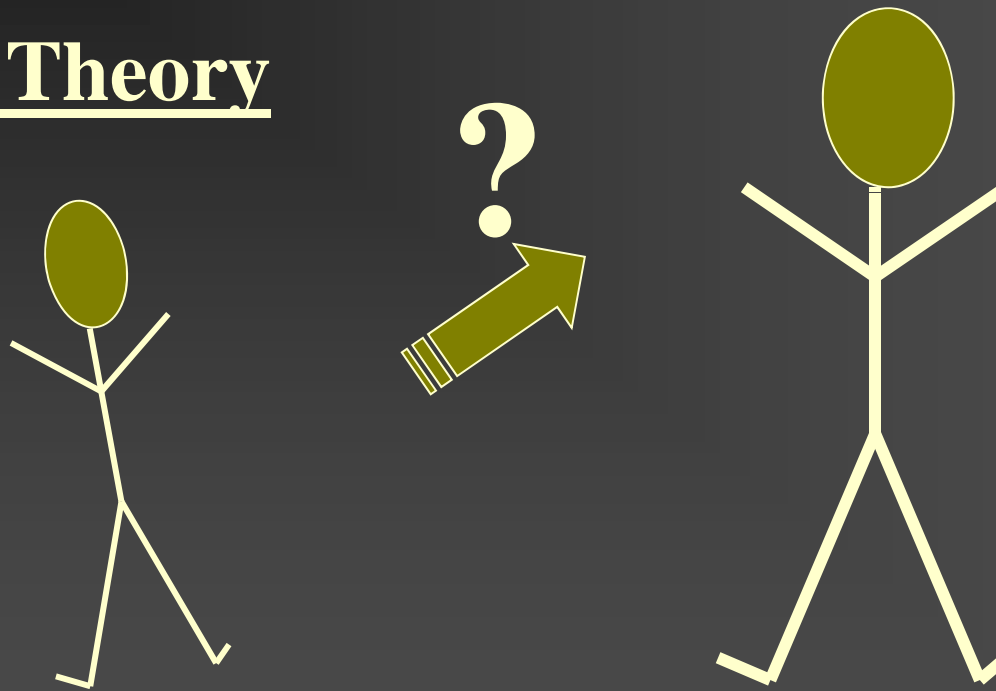
- Effortless
- Continual
- Unpremeditated
- Boundless
- Independent of rewards or punishment
- Socially constructed
- Based on self-image
- Never forgotten
- Growth

Official Theory of Learning

- Occasional
- Hard work
- Obvious
- Limited
- Intentional
- Based on effort
- Individualistic
- Memorization
- Dependent on punishment and reward
- Easily forgotten
- Intellectual activity

Direction of the Question Test:

Classic Theory



Direction of the Question Test:

Official Theory

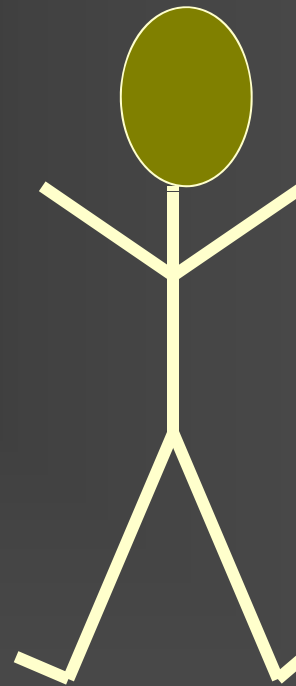
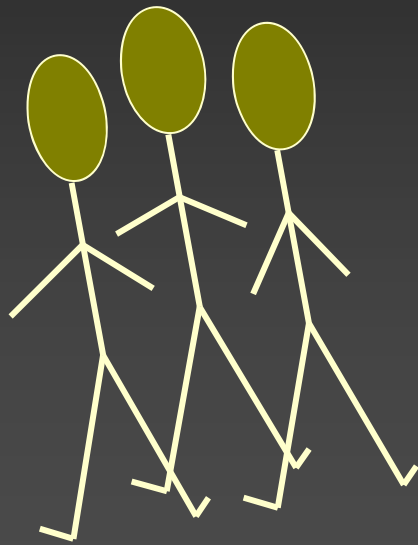


Illustration: Vocabulary

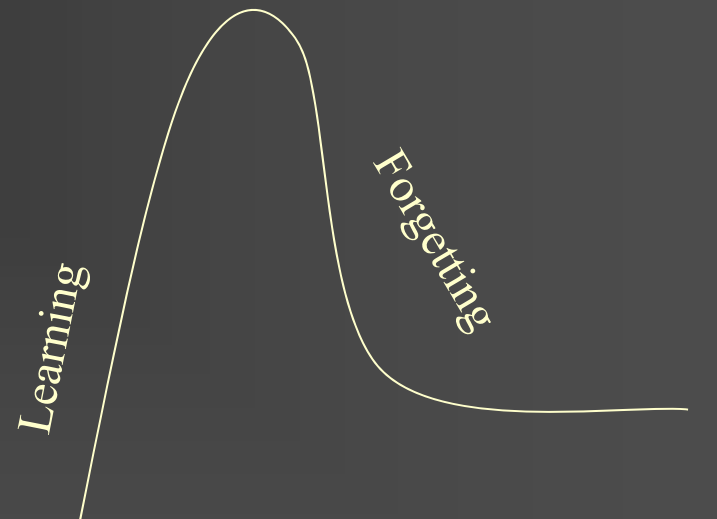
- By age 6 – 10,000 to 14,000 words
 - 2,000 to 2,500 per year from birth
- 3rd grader (7 yr. old) – 27/day
- 14-18 year-olds – 1,500-8,500 per year
- See: *The Book of Learning and Forgetting* by Frank Smith, Teachers' College Press, 1998

Learning and Forgetting

Classic Theory



Official Theory



Learning Theory \Rightarrow Mentoring

- “We learn by the company we keep.”
Frank Smith
- Mentoring is an ancient learning model

Definitions

- Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that something (resources of wisdom, information, experience, confidence, insights, relationships, status, etc.) to a mentoree, at an appropriate time and manner, so that it facilitates development or empowerment. *Connecting p. 40 (Clinton and Stanley)*

Definitions

- Spiritual mentoring is a triadic relationship between mentor, mentoree and the Holy Spirit, where the mentoree can discover, through the already present action of God, intimacy with God, ultimate identity as a child of God and a unique voice for kingdom responsibility. *Anderson/Reese Model of Spiritual Mentoring*

Person vs. Individual

- *Προσώπων* “face to face”: Each human is a person as he or she stands face to face, turned toward another person, engaged in dialogue, involved in relationship.
- *Individuus*- “not divisible”: separated individuals (relatively contemporary word)

Historical Precedent

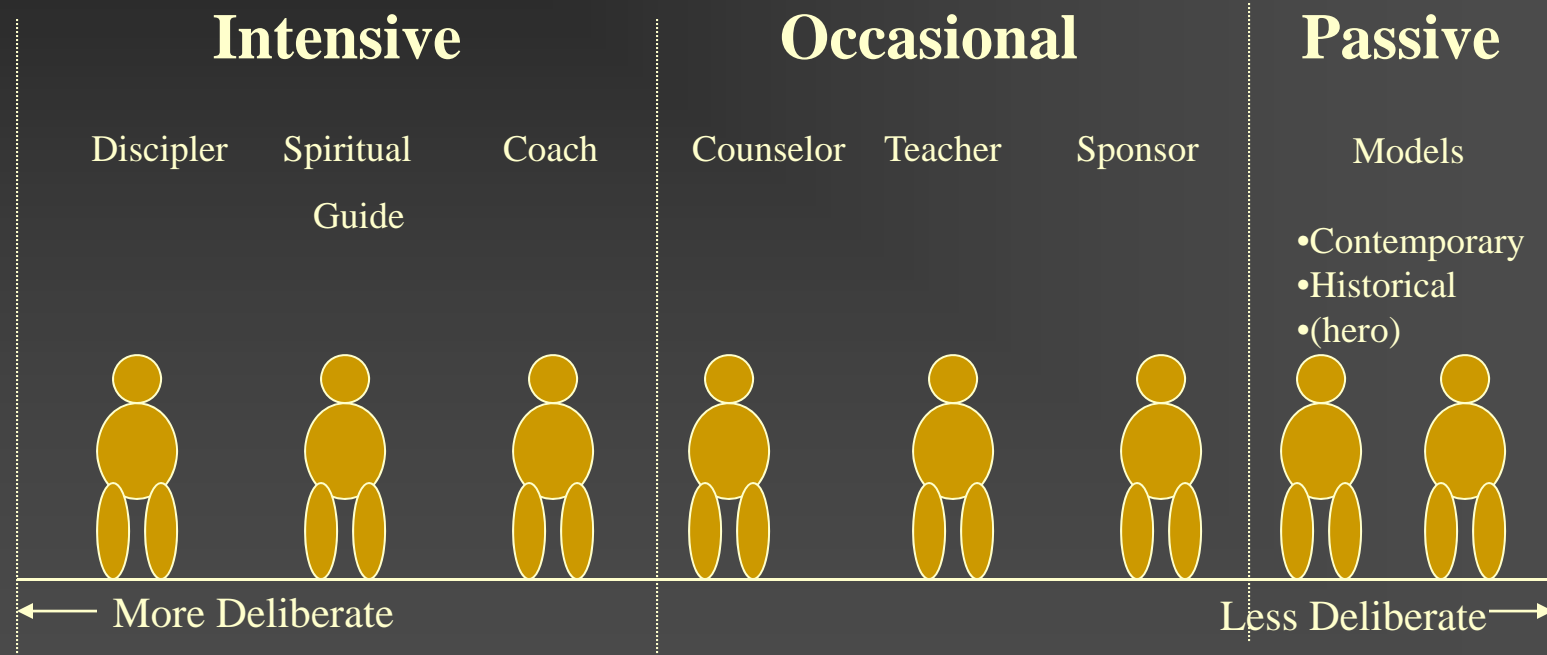
- The mentoring model was the primary method of leadership and craft development prior to the industrial age.
- Mentoring was formalized in guild societies and adopted in the language and ranking of modern labor organizations.

Historical Precedent

- Western individualism has eroded the relational context in which traditional mentoring has taken place.
- The contemporary rush to build mentoring structures in organizations is in reality a move to fill the vacuum in learning relationships that were considered a normal part of life in the pre-industrial age.

Mentoring Continuum

(Stanley and Clinton Model)



Generative Developmental Support

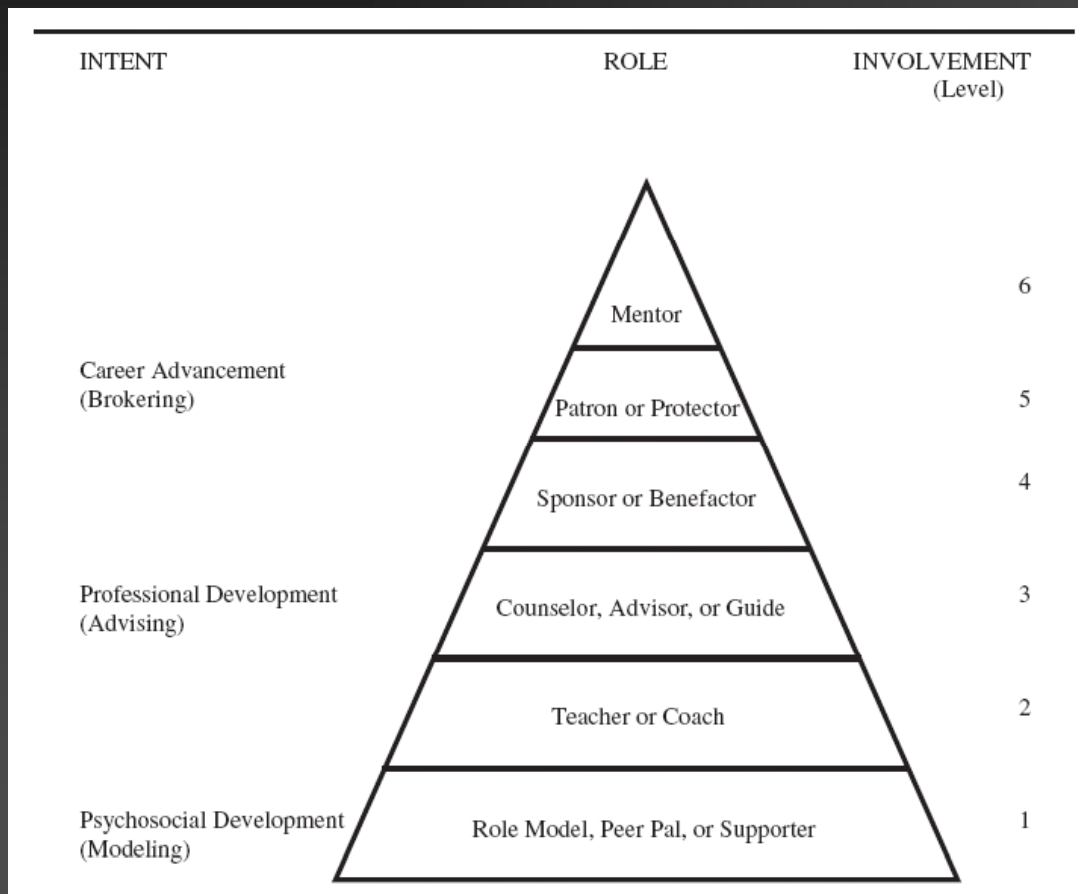


Figure 1. Supportive Work Relationship Arranged Hierarchically in Terms of Primary Intent and Level of Involvement

What's a Mentor, Anyway?

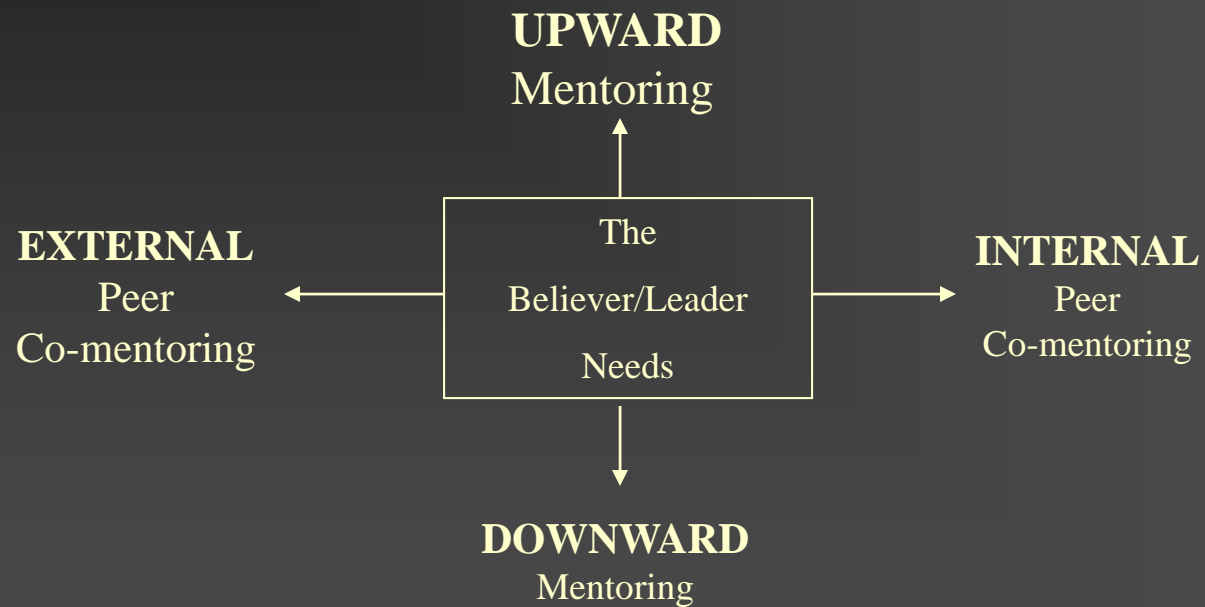
Norma T. Mertz

Educational Administration Quarterly

Vol. 40, No. 4 (October 2004) 541-560

Christian Leadership Center,
Stanley E. Patterson, PhD

Constellation Model



8 Major Empowerment Functions

- Encouragement
- Soundboard
- Evaluation
- Perspective
- Specific Advise
- Linking
- Guidance
- Inner Healing

Ten Commandments of Mentoring

1. Establish the relationship
2. Agree on the purpose
3. Determine regularity of interaction
4. Determine type of accountability
5. Set up communication plan

Ten Commandments of Mentoring

6. Clarify the level of accountability
7. Set the life cycle of the relationship
8. Evaluate the relationship regularly
9. Modify expectations to fit “real life”
10. Bring closure to the mentoring relationship

Movements in the Spiritual Mentoring Process *(Anderson/Reese)*

1. Attraction (Jesus' call)
2. Relationship (Following)
3. Responsiveness (Went out by twos)
4. Accountability (Report on their return)
5. Empowerment (Pentecost)

“...we are not asked to make this
journey solo.” *Anderson/Reese, p. 18*