

Mentoring Draft 20151008

You've made great progress in your self-reliance group. With the help of others, you can continue to accomplish goals and develop habits that will bless you spiritually and temporally. Heavenly Father places many people in our lives who care about us and who can strengthen us. Some of these individuals act as personal mentors. Mentors teach us by example to take positive action so our lives can be happier and more fulfilling. They also help us see ourselves as God sees us. Mentoring is a doorway that can lead to new experiences and greater success.

Jesus Christ, the Perfect Mentor

Jesus patiently mentored Peter and helped him become the leader that Christ could trust to lead His Church (see Matthew 16:18–19). Christ mentored Peter by loving him and seeing his potential, by asking him questions that challenged him to see and think differently (see Matthew 17: 14–21), and by inviting him to make and keep commitments that would strengthen him and shape his future (see John 21:15–17).

A mentor is someone who acts as a positive role model and advisor. He or she is a respectful listener and confidant who is willing to share their life experiences, their wisdom, how they overcame obstacles and accomplished their goals. A mentor is successful in a field such as business, trade skills, the arts, or in spiritual matters who is further along in their life journey than you are.

Finding a Mentor

A mentor usually does not seek you out. The mentor relationship is driven by you—the mentee or protégé. It is driven by your need for knowledge and wisdom, and by your goals, aspirations, and dreams. You might be looking for advice for your career or in how to develop new job skills. You may want help in learning how to manage money or a business, or you may want to develop greater spirituality.

A mentor is most often someone who has more experience and skills than you. They are further along in life and have experienced more success. You admire them and look up to them. You may not know them personally or they may already be in your circle of acquaintances.

Be Prepared to Take Counsel

“In my adult years, I sought counsel from my parents and from faithful, trusted advisors. One was a priesthood leader, another was a teacher who believed in me. All said to me, 'If you want my counsel, be prepared to take it.' . . . Prayerfully select mentors who have your spiritual well-being at heart. Be careful about taking advice from your peers. If you want more than you now have, reach up, not across. Remember, no one can reach upward for you. Only your faith and prayers will cause you to lift yourself and have the mighty change of heart. Only your resolve to be obedient can change your life. Because of the Savior's atoning sacrifice for you, the power is in you.”

A mentor's job is not to really to advise you but rather to answer your specific questions—the more pointed and specific, the better. A good mentor will willingly answer questions about life and careers, from their own experience, and share hard-won wisdom with you, if you are a willing listener. Your job is to listen, reflect, record, and take action.

We recommend that you agree to meet at certain intervals over several months, if possible. We also recommend that you be respectful of your mentor's time and talents. Be polite and conduct yourself properly when you are in contact with them, in person or otherwise. The better you are at listening and taking action on the counsel you receive, the more inclined your mentor will be to trust and help you. However, you are the one who is primarily responsible to and accountable for your own success.

A fully engaged mentor commits to answer your questions, within limits. Your commitment is to show up, on time and ready to listen, learn, and grow.

Change Your Life in Three Steps

Step 1: Set Achievable Goals

The gift of agency enables us to achieve unlimited growth. Goals can help us find a path to growth.

Your goals should be reachable but they should also stretch you. Pray about your goals and write down what you feel inspired to do to achieve them. Seek the guidance of Holy Ghost. They should also be measurable, have a time limit, and be clearly stated in writing. Make sure they are something you want and not just something that someone else wants for you. Otherwise, you won't be driven to accomplish them.

Example Goal: "Starting today, I will draw closer to God by reading the Book of Mormon each morning. I will get up early enough to read before I go to work or school."

Ponder: "What is keeping me from progressing?"

What Lack I Yet?

"A perfect time to ask 'What lack I yet?' is when we take the sacrament. The apostle Paul taught that this is a time for each of us to examine ourselves. In this reverent atmosphere, as our thoughts are turned heavenward, the Lord can gently tell us what we need to work on next." —Elder Larry R. Lawrence

Step 2: Write Down Your Specific Action Steps

Goals are often achieved little by little as you consistently work toward them—daily, weekly, monthly. Trust in the Lord to help you know what to do each week, and use your mentor as a sounding board to help you think through any issues.

Step 3: Track Your Progress and Report It to Others

Goals are best achieved when they are written down and reported. Depending on the action steps you chose, you may need to report daily, weekly, or monthly. Some days you will be more successful than others; be patient with yourself and allow for mistakes.

Promise Him to Obey

"Plead that the Spirit will show you what the Lord wants you to do. Plan to do it. Promise Him to obey. Act with determination until you have done what He asked. And then pray to give thanks for the opportunity to serve and to know what you might do next." —Henry B. Eyring

Keep a Mentoring Journal

We highly recommend that you keep a mentoring journal. It will be a place to record and keep track of your questions for the mentor, plus it will help you to stay on track and to remember what you have done or plan to do. Use your journal to write down goals and to keep a record of your progress in reaching for them (see the the sample goal tracking chart).

You can also use your journal as a tool to help you reflect and meditate on your mentoring experience and the answers to your questions that the mentor provides. As you pray, you can record the promptings and impressions that come to you. When you reflect on goals, you can reflect on your choices, failures, and successes, then write down what you thought about and the good ideas that came to you for improvement. Challenge your past choices, especially the ones that haven't given you the best results. Create an action plan to improve your future choices.

Keep trying. Never give up. And be sure to be kind to yourself when you have even a small a success.

Example Journal Entry: "I missed a day of scripture reading then it was easy to miss the next day too. My partner encouraged me to start over and to keep starting over. I learned from our conversation that each day is a chance to start over. I told her that I would start over—not tomorrow but today. And I did!"

A Sample Mentor Meeting Agenda (Meet Regularly for 30 to 60 minutes)

- **Prayer.** Begin and close each conversation with a prayer. Ask for the Lord's blessings and for the Holy Ghost to help you.
- **Ask.** Come prepared with your list of written questions for you mentor. As you ask each question, write down the answers, plus your thoughts and impressions, in your mentoring journal.
- **Discuss.** What action steps have you taken and what can you do in the near future to progress towards your goal? What obstacles might you soon face and how you will deal with them? What can you do to stay motivated? In some cases, you may be inspired to reach out to experts for more knowledge that week. If you are happy with your progress, you can continue doing last week's action steps or create new ones.
- **Commit.** Write down (1) your next action steps and (2) a plan for how you will report to someone during the week (in person, text, call, email, etc).

Goal Tracking Chart (Sample)

Draw a similar chart as the one below, fill it out and hang it in a place you will see it often.

My Goal	My Weekly Action Steps	Track My Daily Progress <i>(Check your performance each day)</i>	My Reporting Plan <i>(Who? When? How?)</i>	What did I learn about myself?														
Study scriptures for 30 minutes each day	Week 1: I will wake up at 6:00 a.m. every day and read scriptures in the kitchen before breakfast	<table border="1" data-bbox="605 1619 1003 1780"> <tr> <td>M</td> <td>T</td> <td>W</td> <td>TH</td> <td>F</td> <td>SA</td> <td>SU</td> </tr> <tr> <td>X</td> <td>X</td> <td>0</td> <td>X</td> <td>0</td> <td>X</td> <td>X</td> </tr> </table>	M	T	W	TH	F	SA	SU	X	X	0	X	0	X	X	I will text Maria every morning by 8 a.m. to let her know if I read that day.	My day goes better when I read the scriptures each morning.
M	T	W	TH	F	SA	SU												
X	X	0	X	0	X	X												

To find a job that meets my financial needs	Week 1: I will contact ten people each day.	M	T	W	TH	F	SA	SU	I will call Edward every night by 8 p.m.	I'm learning courage talking to people I've never met.
		X	X	X	X	0	0	0		

Your Mentoring Agreement

We recommend drafting an agreement with your mentor to ensure that expectations are clear for both parties. An example agreement follows.

As a mentee, I will keep my appointments with my mentor and come prepared with questions and with my goals. I will keep trying, even when I stumble, to grow and learn, to exercise faith in God and in myself.

My Signature

Date

As a mentor, I will answer my mentee's questions freely, offer advice when appropriate, and encourage them to solve their own problems and keep their commitments, even when it's difficult.

Mentor Signature

Date

When and where will we hold our regular meetings? _____