

Mentoring Topics – ONE in '21

Growing Leaders/Mentoring a New Generation - PAD

Here are some topics you may want to consider as you plan your times with your mentee.

You are supposed to have ten meetings (at least 30 minutes together each meeting). These topics may help you know what to talk about/share during that time. Or you may choose your own topics.

Share with your mentee how these topics relate to you; if they are comfortable, they may share also.

Spiritual Life

How do I keep myself alive spiritually? What works for me? What has been key?

What are my biggest struggles? What are my low points?

Have I developed specific disciplines/structures/routines that sustain and grow me?

How I develop a deeper relationship/intimacy with Jesus? What has worked for me?

What I wish I would have done spiritually, but haven't yet? Why I haven't started?

Prayer

"Prayer is the key in the hand of faith that unlocks all of heavens storehouse."

Why do I pray so little? How is my prayer life? What would make it better?

What stops me from having the prayer life I desire?

"When we pray, God works. When we work, we work." What does that make me think?

How could I trust God more/pray more?

"If you are going to worry about it, don't pray about it. If you pray about it, don't worry about it."

What is one thing I could do to jump start/improve my prayer life?

Ministry / Life Balance

Ministry demands a lot from me. But ... ministry should not happen at the expense of my family. How has this worked out in the past?

Ministry and Life have seasons. There are some seasons where each demands more. How can I be flexible enough to read which season I am in and where I am most needed?

Ministry can be deceptive. We can trick ourselves into thinking we are indispensable and therefore neglect our families. How can I avoid this trap?

Ministry can be fulfilling. Be careful not to focus on ministry if my home life isn't fulfilling. That is a sign that my home life needs extra attention/care.

Make a deal with God. He knows I have work/home/life/ministry. How much time is a good amount of time to dedicate to ministry? (Daily/weekly amount?). Ask God to bless that time.

Balance is the idea that my life isn't out of balance. It is not imbalanced. It is not too focused on only ministry or too focused only on life.

Organization

While it is great to be organized, it is also important to be flexible? Why do I think so?

How has being organized benefited me?

Could you describe to me what your closet looks like? Here's what my closet looks like (describe it).

Have I ever spent a long time looking for something? Do I have a filing system?

How do I feel about the phrase, "a place for everything and everything in its place?" Is that me?

What organizational skills do I/you have? Give me a couple examples?

When has being organized delighted me/you? When has not being organized frustrated me/you?

Planning

What does this quote mean to you? "People don't plan to fail, they fail to plan." Has this been true in my/your life? When have I/you seen evidence of the benefits of planning?

Am I /are you by nature a planner? Doer? Is one better than the other? More important?

How has planning actually saved me/you time? Sometimes taking 15 minutes to focus can save you hours. Have I/you experienced this? Ever left your house in a hurry only to later realize what I/you forgot?

Plans are great – but things rarely go as planned. How can this influence my/your planning? How can this influence "working the plan"/putting the plan into action.

What has been my/your biggest "success" and biggest "failure" in planning?

Leading

Leadership is influence. We all have influence over someone. Influence is usually related to proximity. The closer you are to someone the more "impact" you can have. The more distant, the less impact. Who am I/are you close to? Who do I/you spend time with?

Leading takes courage. People are afraid to lead often. They don't want to be responsible.

Leaders surround themselves with good people. Who am I / are you surrounding yourself with? Who is around me/you?

Leading Yourself

The hardest person I/you will ever lead is ... myself/yourself.

On an airplane – why does the flight attendant remind you what to do in case of an emergency to put your own oxygen mask on first? How does this apply to leadership?

Leaders are followers before they are leaders. When we look to God and follow Him, He helps give us all we need to lead others. Leading without following leads to disaster.

God created us to be dependent. But He wants us to be dependent on Him, not others (what they say about us, what they think about us, how they feel about us). Ground yourself in what God thinks/says about you

Growing Others

Leaders lead other people. Leaders are not solo acts. Leadership is all about people.

“If no one is following you, you aren’t leading, you are simply taking a walk.”

Developing other leaders can be threatening to an unsure/unstable leader. They may fear that they will be better than them/surpass them/be liked more. Don’t fall into this trap. Surround yourself with the best people possible and help them grow.

One of the greatest gifts you can give someone is to believe in them when they do not believe in themselves. Help others see what they are good at. Help others see the difference they can and do make. Become your leader’s biggest fan.

Be intentional about developing leaders around you. Ask God to help you see who you can spend time with, take out for soda/ice cream, get to know and invest in.

We all want to be a part of something significant. We all want to matter. Help others know that they matter. Complement them. Encourage them. Challenge them. Pray for them.

Delegation

What is delegation? How do I keep it from feeling like “dumping”?

When done properly delegating is empowering. Why is this so?

Have you ever used this formula:

- I do. You watch.
- I do. You help.
- You do. I help.
- You do. I watch.
- You do. Someone new watches.

What has been the best experience I/you have had with someone delegating something to you?

Team

“No one of us is as good as all of us.” Team has the potential to make each person better than they are.

How good am I / are you at working with others? Involving others? Assigning tasks to others?

Team is bigger than individual. What ways can I / you put aside personal preference for team win?

Do you have the right people on the team? Are some positions missing? Who could join? Are the leaders in the right roles?

“People don’t do what you expect, but what you inspect.” What does that mean?

Grace

We are all a work in progress. None of us are perfect. Let’s show grace to each other.

We all appreciate it when someone shows us grace. How can we be more graceful to others?

How does receiving grace make us more likely to give grace?

Are you clear about the grace God has shown to you? How can this “soften” you towards others?

How about showing grace to my/yourself? How good am I / are you at being kind or showing grace to my/yourself when you blow it? Often leaders put a high standard/expectation on themselves.

“Do your best, leave the rest with God.” It is good to do our best and when we fall short to lean on God’s mercy. How have I/you been able to balance these two in your life?

Succession

No one lives forever (at least not until Jesus comes). So how can we remember this to help us lead humbly and ask God to help us find someone who we can develop to take our place?

Humility – it is easier to be humble when we remember we depend on all those who went before us and others will depend on what God does thru us to keep advancing God’s work.

Be intentional about developing someone to take your place; how important is it to have a plan of succession? To transition well?

When it is time to leave ... leave! Let the new leader lead. Remain available and give them space to lead as God guides them.

The goal is to keep the ministry strong and moving forward; to train and empower new leaders to lead! Just like Jesus did with His 12 disciples.