

MENTOR SKILLS TRAINING



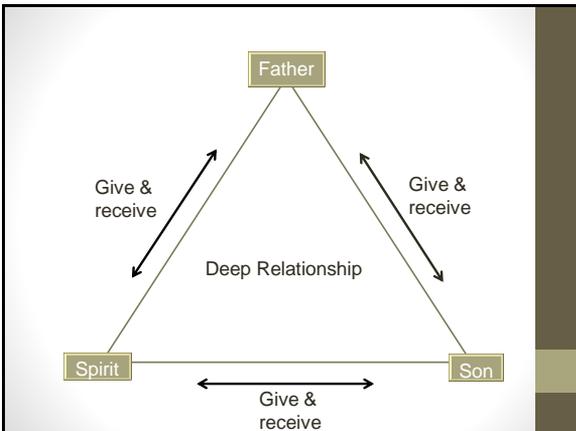
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Importance of Relationships



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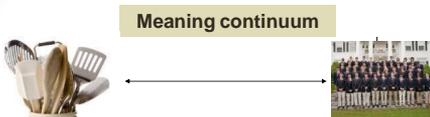
Romans 12:5

“So we, being many, are one body in Christ, and every one members one of another.”

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“Membership” Meaning has Shifted

Meaning continuum



- Members have a function.
- Members are unique.
- Members are dependent on one another.

- Members have common association.
- Members are homogeneous.
- Members are independent from each other.

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“Membership” Meaning has Shifted



Consequences of this misunderstanding:

- Members can be viewed as not loyal since loyalty focuses on “association” and not “function.”
- Members are not valued for any function they provide above and beyond their “card carrying” support.
- Strength and success of the organization is evaluated solely on membership size.

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"Membership" redeemed



Therefore... Central to the effort for making connections is a belief each member is valued and needed for the bettering of the Body and glorification of God. (Eph. 4:11-13)

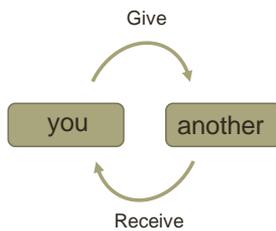
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Ephesians 4:16

"From whom the whole body fitly joined together and compacted by that which every joint supplieth, according to the effectual working in the measure of every part, maketh increase of the body unto the edifying of itself in love."

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Healthy Church Relationships



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Hebrews 10:24-25

"And let us consider one another to provoke unto love and to good works: Not forsaking the assembling of ourselves together, as the manner of some is; but exhorting one another: and so much the more, as ye see the day approaching."

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What is a Mentor?



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"Crisis-Mode" Versus "Long-Distance Running"

- Churches are very good about helping right after a crisis.
- When the crisis is past, we tend to forget that a struggling person's issues may continue.
- Many times Satan relies on wearing people down as a tactic to get advantage.
- Mentoring relationships can help fill this gap but they need to be viewed as "marathons" not "sprints."

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Two Definitions of a Mentor

1. A wise and trusted counselor or teacher (ancient Greece).
2. One who practices the art of growing a friendship in which the love shared in the relationship allows for the establishment of effective accountability as they journey through life together.

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Mentoring Purpose

- To help others achieve personal spiritual growth and enhance relationships.
- To support couples and individuals as they go through the transitions of major life events such as marriage, parenting, early Christian walk, etc.
- To provide support with general issues such as singleness, grief & loss, financial stewardship, etc.
- To help those dealing with specific sin issues such as alcohol, pornography, etc.

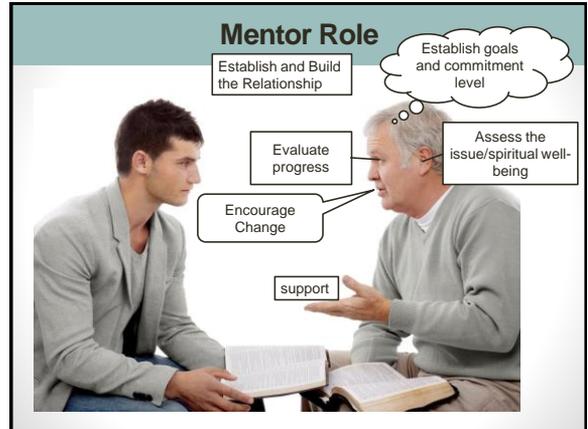
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Principles for Mentoring Relationships

- **Commitment**
 - Relationships take time and energy.
- **Clarity**
 - Specific goals and expectations will give purpose.
- **Change**
 - Progress toward goals should be tracked.
- Those who are properly mentored will usually want to pass what they have learned to others and make mentoring self-perpetuating.

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Mentor Role



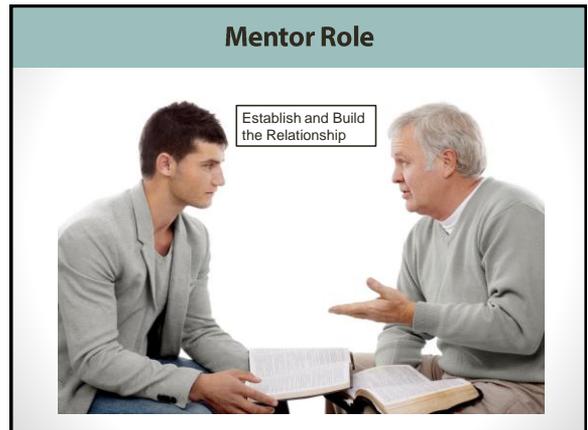
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Skills



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Mentor Role



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Establish and Build the Relationship

- Who should I have this relationship with?
 - Are they isolated or do they have current supports?
 - Do they have a known need which you have been through in your own life?
 - Do you see untapped potential?
 - Express your willingness to God and ask him for a connection.
- How do I start?
 - Get to know one another – share each other's life stories.
 - Ask one's testimony.
 - Think life skills.
 - Take advantage of "In the Way" engagement. (*Mark 8:27*)

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Mentor Role



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Establish Goals and Commitment Level



What role is needed in this situation?

- Should I disciple?
- Should I coach?
- Should I counsel?
- Should I teach?

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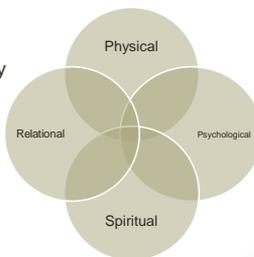
Mentor Role



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Spiritual View of Mental Health

- Complex beings made up of physical, psychological, relational, and spiritual components.
- Each part can be affected by separate factors and should be looked at accordingly.
- May require a combination of medical, emotional, relational, and spiritual interventions.
- Think "Both-And" instead of "Either-Or".



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Active Listening Is Important

- Active listening is a key skill to understanding each other.

James 1:19-20 "Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath: For the wrath of man worketh not the righteousness of God."

Proverbs 29:20 "Seest thou a man that is hasty in his words? There is more hope of a fool than of him."



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Open Ended Questioning

- Questions that generate a response beyond a one word answer is considered “open ended.”
- Words and phrases that generate “open ended” responses are:
 - Why?
 - Tell me about...
 - Explain...
 - In what ways?
 - How?

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Basic Questioning Technique: Think broad and then narrow in

- Initiating the relationship/building rapport
 - Inquire about the person, seek to understand who they are, find commonalities and **general** information.
 - “Tell me a little about yourself.” (family, schooling, interests, etc.).
- Discovering the goals and issues
 - Listen & use open ended questions to **explore** unique passions and cares.
 - “Tell me more about your concern for _____.”
- Dig a little deeper
 - Ask follow-up questions to **clarify** areas which seem to stand out:
 - “Why are you passionate about that cause?”



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Mentor Role



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Stages of Change



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So, what does this mean for us?

- Change is not a simple yes or no decision.
- People will be at various points (stages) along a continuum of readiness to change.
- Ways to encourage an individual are different depending on what stage he or she is in.
 - If someone is in *Pre-Contemplation*, it does no good to ask them to start an *Action* program tomorrow!

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Knowledge vs. Skills

- 80% of the time when we have a conversation with someone it is about the “Why” (knowledge), not the “How” (skills).
- It is important we clarify not only the “Why” but also the “How” when encouraging people.
- Skills are learned through:
 1. **Training** – step-by-step teaching and modeling.
 2. **Repetition** – practice makes perfect!
 3. **Experience** – using the skills in the “heat of the moment.”
 4. **Feedback**

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Encourage Change

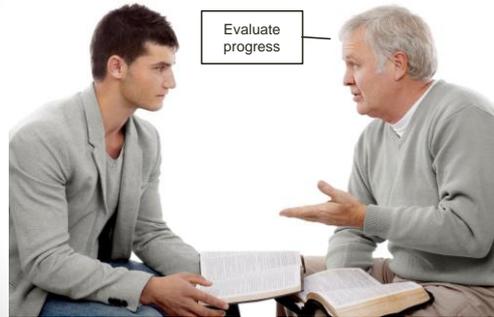
How to Exhort:

- Affirm and validate
- Confirm love
- Engage the area of need
- Be clear
- Stay Focused (redirect if necessary)
- Discern "events" from "issues"
- Affirm confidence and hope
- In order to exhort, one must see potential in the person:
"Jane, I can see God's hand upon you. He is refining you for a great purpose. He is preparing you to be a spiritual pillar who will minister to others by being an unwavering pillar in what surely will be a turbulent world."

Examples: Paul to *Philemon*
Christ to churches in Revelation – *Rev. 2-3*

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Mentor Role

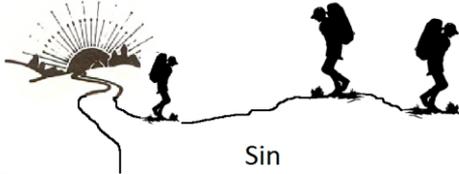


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Evaluate Progress

- Evaluate direction over location.

God



Are goals and benchmarks being met?

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Mentor Role



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What to do in Crises...

Ministry of Presence...be there and listen.

- Communicate with others who may be able to help.
- Encourage to focus on the true issues.
- Encourage action where you can.
- Work towards acceptance of the unchangeable.
- Watch for warning signs of:
 - Depression
 - Anxiety
- Refer when necessary:
 - Refer someone appropriately, not apologetically.
 - "Do you think we maybe need to bring someone else in to help?"

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How to Praise

1. Be specific
2. Be Truthful
3. Be God glorifying
4. Be Positive

Examples:

- Priscilla and Aquila (*Rom 16:3-4*)
- Stephanas & Fortunatus and Achaicus (*1 Cor. 16:15-18*)



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How to Advocate

Speak life into others by speaking on their behalf.

- To God – prayer
- To Parents
- To Leadership
- To Friends

Examples: Paul advocates for:

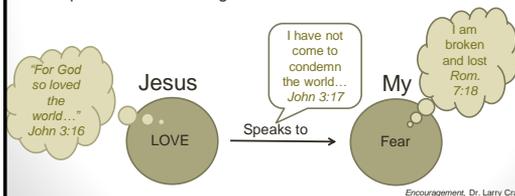
- Timothy (*Phil. 2:19-22*)
- Epaphroditus (*Phil. 2:25*)

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How to Encourage

- Encouragement depends less on the words we use than on the motivation behind them.
- Words that encourage are:
 1. Inspired by love.
 2. Directed toward fear.

Example: Jesus encourages me.



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How to Comfort

How to Comfort

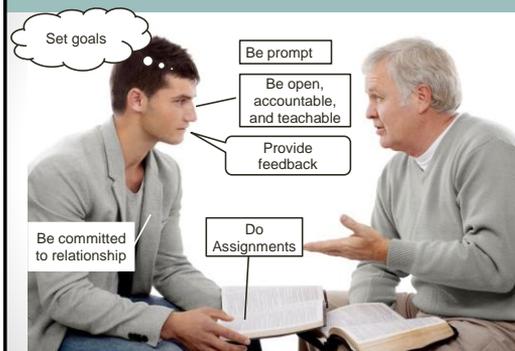
- Actively listen.
- Use appropriate touch.
- Speak truth to the individual.
- Provide context. (wide angle view)
- Use personal experiences.
- Be there for the long term.
- Rally others on their behalf.

Example: Jesus with Mary and Martha (*John 11:19-37*)

“...the God of all comfort; who comforteth us in all our tribulation, that we may be able to comfort them which are in any trouble, by the comfort wherewith we ourselves are comforted of God...” *2 Cor. 1:3-4*

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Mentee Role



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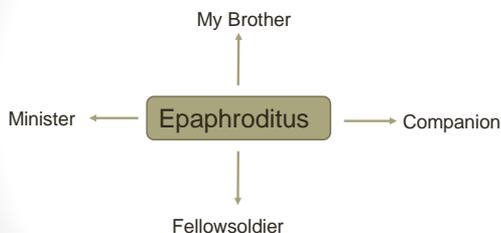
Accountability

- “To give an account of actions or choices”
- Accountability should have a proactive element.
- Identify specific questions and goals.
- Identify specific methods of accountability (texts, face-to-face, frequency, etc.).
- Follow through



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Paul Needed Relationship



Philippians 2:25

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Boundaries



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Key Mentor and Mentee Boundaries

Maintain Appropriate Boundaries

- Maintain healthy priorities within your life and be aware when these priorities start to slide (remember God and family come first!).
- Be honest about what is sustainable.
- Avoid sessions alone with the opposite gender.
- Respect each other's time limits and commitments.

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Knowing When to Help

Galatians 6:2 "Bear ye one another's burdens, and so fulfil the law of Christ."

Galatians 6:5 "For every man shall bear his own burden."

- "**Burdens**" in verse 2 is referring to heavy weights someone cannot carry alone – like a boulder.
- "**Burden**" in verse 5 is referring to cargo or a person's daily load or knapsack – personal responsibility.
- When we take on another person's personal responsibility, we either (1) enable them in an unhealthy way or (2) we become emotionally "on the hook" for their choices, or both!

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Am I responsible "for" or "to"?

Responsible "for" Others

1. I fix, protect, rescue, control, and carry their feelings.
2. I feel responsible for the other person's behavior and choices.
3. I can't stand to see the other person make a mistake. I can't let go.

Responsible "to" others

1. I encourage, show empathy, share, confront, and am sensitive.
2. I expect the person to be responsible for him/herself and his/her own actions.
3. I encourage and support, but recognize experiences (even mistakes) are often the best teachers.

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Understanding Biblical Rest

• **Hebrews 4:3** "*For we which have believed do enter into rest, as he said, As I have sworn in my wrath, if they shall enter into my rest: although the works were finished from the foundation of the world.*"

• The writer of Hebrews ties our spiritual rest with faith and belief. Our rest comes out of a belief the work required for our soul's rest has been completed.

• Christ calls us to the rest only He can offer...in the midst of our work.

• **Matthew 11:28-29** "*Come unto me, all ye that labour and are heavy laden, and I will give you rest. Take my yoke upon you, and learn of me; for I am meek and lowly in heart: and ye shall find rest unto your souls.*"

• We must be careful to balance the Scriptures

• **Phil. 2:12-13**, "*...work out your own salvation with fear and trembling. For it is God which worketh in you both to will and to do of his good pleasure.*"



A Proper Understanding Of Rest Leads To A Proper Understanding Of Boundaries

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Appendix



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Biblical Concept and Examples

- **1 Corinthians 3:9** - "For we are labourers together with God..."
- **2 Corinthians 1:4** - God comforts us and then uses us to comfort others.
- **Colossians 1:28** - challenge to help present every man "perfect in Christ Jesus".
- **Titus 2:3-5** - Aged women teaching the younger women.
- **Hebrews 10:24** - "And let us consider one another to provoke unto love and to good works."
- **Exodus 18:13-27** - Jethro counsels Moses to divide responsibility.
- **Acts 9:27** - Barnabas accepts Paul and presents him to the other disciples.
- **Acts 18:26** - Aquila and Priscilla expounding the way of God "more perfectly" to Apollos.
- **2 Timothy 2:1-2** - Paul counseling Timothy and telling him to teach others also.

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Key Mentor Characteristics

- Personal integrity and biblical soundness combined with Godly wisdom and spiritual maturity. | *Timothy 3*
- A strong commitment to prayer and self examination.
- A genuine love for people and concern for their welfare, with pure motives (not a curiosity seeker).
- Patience, tolerance, forbearance, and empathy (ability to 'feel with' someone).
- Willingness to give the time needed to invest deeply in the mentee's life.

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Key Mentor Qualifications

- Be of the same gender (couples support couples).
- Ability to maintain confidentiality.
- A commitment to give loving and honest feedback in order to hold the mentee accountable.
- Willingness to grow and learn throughout.
- Respect and support for the authority of the Word, the church and its four pillar mission.

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Confidentiality & Privacy

- Be able to keep strictest confidence.
- Knowing it is *necessary* to report or elevate the situation when these issues become apparent:
 - Physical, emotional, or sexual abuse
 - Suicidal thoughts
 - Physical harm to self
 - Threats of bodily harm to another
 - Abuse, neglect, or financial exploitation of the elderly

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Mentoring Closure

- Mentoring relationships often have an ending or evolve into a friendship.
- Reasons for ending:
 - Goals are met.
 - Lack of commitment by mentee.
 - Too many different mentors or referred elsewhere.
- How to end:
 - Establish a meeting to review and evaluate progress.
 - Use as a time for prayer and/or encouragement.
 - Where do we go from here?
 - Ongoing friendship, informal meetings for support, etc...

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