



Mentoring for Personal Accountability and Growth

Definitions

Mentoring:

1. The process in which more skilled or more experienced person, serving as a role model, teaches, sponsors, encourages, counsels, and befriends a less skilled or less experienced person for the purpose of promoting the latter's professional and/or personal development. (Eugene Anderson).
2. Mentoring depicts a wise and helpful friend, a teacher and leader who uses his or her experience to show others how best to walk life's path, to accomplish goals and meet life's challenges. (K.O Gangel)
3. A mentor, on the other hand, provides modeling; close supervision on special projects, individualized help in many areas – discipline, encouragement, correction, confrontation, and a calling to accountability.
4. Mentoring is a relational experience (Hans Finzel)
5. Mentoring is a relational experience through which one person empowers another by sharing God-given resources. (Tim Elmore).
6. Mentoring is a lifelong relationship, in which a mentor helps a protégé reach her or his God-given potential (Bobb Biehl)
7. Mentoring is a broader term describing the process of developing a man or a woman to his or her maximum potential in Jesus Christ in every vocation. (T .Engstrom & N.B Rohrer)
8. Mentoring may take place at varying levels of involvement and different degrees of intensity.

It may range from being very deliberate to being much more casual.

- Intensive mentoring would involve mentors who may be disciples, spiritual guides and coaches.
- **Occasional mentors could be counselors, teachers or sponsors**
- **Passive mentors might include models, whether from history or contemporary life. (George Barna)**

9. Mentor: “He, or she will be the person who trains us, shapes us and who generally puts up with us while God is preparing us for His purposes. They will believe in us when nobody else does, understand us when everyone else thinks we’ve taken leave of our senses, and stand by us when everyone else has run away. (Cleland Thom).

10. **A process of opening our lives to others, of sharing our lives with others, a process of living for the next generation. (Ron Lee Davis)**

11. **Mentoring is having a significant person in life who is willing to provide guidance or support. It is a life of transparency, of walking together in the light where masks are dropped, with the intention of seeing each winning (Thomas Resane)**

Accountability: Personal accountability and God’s authority over you.

1. Being accountable means fully accepting responsibility for our actions and decisions (Mike Boon)
2. **Accountability sets up the standards of performance and the time of evaluation (Stephen Covey)**
3. **It is ownership of my decisions and actions with the accompanying outcomes.**

Most people have no argument about being accountable to God. He is our Father; He is perfect; He has every right to check up on us to see if we are on course. But when we think of giving account to anyone here on earth, that can be a touchy matter. Those independent types who are self-made men and women find it especially hard to bare their souls to a self-appointed overseer. (T.W Engstrom)

Personal

Why Have a Mentor?

Mentoring simply accelerates the speed with which you will get where you are going.

- With a mentor's objectivity on your side, you are a bit surer that the direction you have chosen is the right one!
- **With a mentor's wisdom on your side, you are a bit clearer as to your reasons for going in that direction!**
- **With a mentor's network on your side, you meet the people needed to get you where you are going!**

Advantages of Having a Mentor

1. Mentoring may lead to a major change in values.
2. Mentoring often leads to increased success.
3. **Mentoring sometimes leads to a lifelong business/professional relationship.**
4. **Mentoring contributes enormously in answering questions/issues of life**

WHAT NOW?

1. Be accountable to yourself (Nurture yourself)
2. **Find people to mentor you**
3. **Be careful, some people will let you down.**
4. **Do not push yourself up, let others push you up.**
5. **Take initiatives of accountability to yourself, God and others.**
6. **Widen your mental horizons.**
7. **Take conflicts as stepping-stones to growth.**
 - Listen and try to understand the details of the conflict
 - **Give feedback where and when necessary.**
 - **Put conflict in perspective.**
 - **Learn to confront in love**
 - **Be flexible**
8. Share your action plans with others back home:

- They can give you objective feedback
- They can offer wise counsel
- They can help you find the resources you will need
- They can hold you accountable to follow through