



FLOURISH

Effective Mentors Do:

1. Inform their mentees of the details of the journey and understand their expectations. If you haven't yet, here are crucial questions to ask your mentees to answer BEFORE you start your journey:
 - Why do you want to be in a mentoring relationship?
 - What do you hope to gain/learn from being mentored?
 - What are your expectations for me as a mentor?
 - The Flourish curriculum will guide us through covering some specific areas of life such as rooting our lives in The Word, we will explore the power of Prayer, your Identity, your Calling, Kinship (your relationships) and Gratitude. What are some other specific areas/themes in your life where you'd like to discuss/focus? These might be areas involving some goals we can create for you specifically -- I will guide you through that!

*** A first email to your mentees template is available!*
2. Set ALL meeting dates at the first meeting. Life might bring change, but by establishing all dates in advance you both remove a major stressor from your life (besides, chasing a date to meet every month will not work), and communicate the seriousness and commitment you place in the journey.
3. Commit. Even when the mentees don't. Commitment is a key element for either success or failure. Effective mentors set the example of commitment by ensuring consistency in communication, staying connected, avoiding too many schedule changes, and carrying the journey from beginning to end despite the obstacles on the way.
4. Pray diligently. "Prayer causes things to happen that would not happen if we didn't pray." (John Piper). With that in mind, effective mentors expect to see change in their mentees' lives first and foremost because of their consistent and specific prayers for them.
5. Listen well. Listening is powerful. When we listen to people intently, with presence and patience we provide them with a fulfillment for being heard and cared for. We demonstrate compassion and respect, and among many other benefits we build powerful trust. Many times when listening well we provide the chance for people to find clarity for themselves. Listening is so important in mentoring because our job is not necessarily one of providing answers, but a platform for our mentees to find their own answers.
6. Teach something valuable. Yes, at the same time it is not our job to provide ready answers or judgement to our mentees, it is very important to discern the time to teach something we have learned ourselves. As older women who already travelled a path, we need to gracefully and humbly offer our practical experience with the younger woman in our care. From balancing life and work, parenting, homemaking, cooking, to handling conflict, navigating marriage, etc., we are called to share the lessons we learned and most importantly, how we progressed in life by allowing God to be the center of our life and practicing His standards to all these areas of life. Titus 2:3.
7. Point out the good. While you will see areas where your mentee will have room for growth, it's very important to highlight her strengths and victories consistently according to your perspective of her.
8. Keep up with the progress of the areas where growth is needed. In other words, help your mentees to set goals for themselves in the journey. Your job is to not allow them to abandon them. It is VERY important to set goals for this journey. By setting goals both you and your mentees will be able to somehow measure growth. We have a goal setting tool available to guide you in this process.
9. Provide accountability. There will be times when holding your mentees accountable will be necessary for an effective journey. With a lot of grace, help your mentees grow by pointing it out when she lowers her standards, acts outside of God's best, abandons an important goal she set for herself, etc.
10. Celebrate and elevate. Celebrating someone and affirming the good in their life is so powerful! Make sure to infuse encouragement in your mentees by making it a point to celebrate their victories and successes, not matter how small they are.