

## Masonic Mentor Qualifications

1. Willingness and time to commit to the Mentor program.
2. Experience as a successful Pennsylvania Masonic Mentor.
3. Experience using identified forms of technology.
4. Good communication skills (listening, questioning, oral and written).
  - a. *Listening:*
    - i. Focus on the speaker/sender
    - ii. Wait for speaker/sender to finish before interacting
    - iii. Empathize with the speaker/sender
    - iv. Realize you may need time to formulate a response
    - v. Don't judge the speaker/sender or the subject of the conversation
    - vi. Try to understand the underlying concerns/emotions of the speaker/sender
  - b. *Questioning:*

Use open-ended questions that enable the mentor to:

    - i. Establish rapport and put the other person at ease
    - ii. Free up the other person to answer as they choose and in their own words
    - iii. Encourage uninhibited feedback
    - iv. Help explore opinions and values in more detail
    - v. Create involvement and commitment
    - vi. Determine understanding more comprehensively
  - c. *Oral Communication:*

The ability to talk with others to give and exchange information and ideas by:

    - i. Asking questions
    - ii. Giving directions
    - iii. Coordinating tasks and activities
    - iv. Explaining and persuading
  - d. *Written Communication:*
    - i. State ideas/goals clearly
    - ii. Vary tone depending on the purpose of the writing
    - iii. Explain in clear terms what the reader is expected to do
    - iv. Keep language simple and avoid jargon when possible
    - v. Avoid lengthy writing, keep things simple and to the point
    - vi. Use active voice
    - vii. Use appropriate grammar, punctuation and spelling
5. Can identify area(s) of expertise in the Craft. This may be demonstrated by:
  - a. Positions held in Lodge (including Lodge Mentoring Committee)
  - b. Completion of Masonic training such as the Master Builders Program or the Master Masonic Scholar program (PA Academy of Masonic Knowledge), or the Master Craftsman or Master Pillar awards
  - c. Recommendations from Lodge Mentoring Committee, WM and DDGM
  - d. Publications/presentations