

Qualities of a Successful Mentor

(adapted from <http://franchisegrowthpartners.com/mentoring>)

A good mentoring relationship provides new Masons with someone that will share their knowledge and expertise. A good mentor is available to answer any relevant question. Good mentor-mentee relationships are a two-way street; consequently, if you want a good relationship with your mentor, become a good mentee. This requires a genuine interest in your mentor and a willingness to do what it takes to be successful. Following suggestions and recommendations as well as reading all pertinent literature is a good way to show your mentor that you are committed to being successful and that you take your Masonic learning seriously.

A good mentor possesses the following qualities:

1. **Willingness to share skills, knowledge, and expertise.**

A good mentor is willing to teach what he knows and accept the mentee where they currently are in their Masonic development. Good mentors can remember what it was like just starting out in the Craft. The mentor does not take the mentoring relationship lightly and understands that good mentoring requires time and commitment and is willing to continually share information and their ongoing support with the mentee.

2. **Demonstrates a positive attitude and acts as a positive role model.**

A good mentor exhibits the personal attributes it takes to be successful in the Craft. By showing the mentee what it takes to be productive and successful, they are demonstrating the specific behaviors and actions required to succeed.

3. **Takes a personal interest in the mentoring relationship.**

Good mentors do not take their responsibility as a mentor lightly. They feel invested in the success of the mentee. Usually this requires someone who is knowledgeable, compassionate, and possesses the attributes of a good teacher or trainer. Excellent communication skills are also required. A good mentor is committed to helping their mentees find success and gratification. Overall, good mentoring requires empowering the mentee to develop their own strengths, beliefs, and personal attributes.

4. **Exhibits enthusiasm.**

A mentor who does not exhibit enthusiasm about the Craft will ultimately not make a good mentor. Enthusiasm is catching and new Brothers want to feel that belonging to Freemasonry has meaning and the potential to create a good life.

5. **Values ongoing learning and growth in the field.**

Mentors are in a position to illustrate how the Craft is growing and changing and that even after many years there are still new things to learn. Anyone that feels stagnant in their current position will not make a good mentor. When starting out as a Mason, Brothers want to feel that the time and energy they spend learning will be rewarded and will ultimately provide them with satisfaction. Good mentors are committed and are open to experimenting and learning practices that are new. They continually read Masonic literature and may even write articles on subjects where they have developed some expertise. They are excited to share their knowledge with Brothers and take their role seriously in teaching their knowledge to others. They may choose to

teach or attend classes to further develop their knowledge and skills. They enjoy taking workshops and attending conferences provided through their membership in the Craft.

6. Provides guidance and constructive feedback.

One of the key responsibilities of a good mentor is to provide guidance and constructive feedback to their mentee. This is where the mentee will grow by identifying their current strengths and weaknesses and learning how to use these to be successful. A good mentor possesses excellent communication skills and is able to adjust their communication to the personality style of the mentee. A good mentor will also provide the mentee with challenges that will foster development and a feeling of accomplishment in learning the Craft.

7. Respected by colleagues and employees in all levels of the organization.

Ideally mentees look up to their mentors and can see themselves filling the mentor's role in the future. Mentees want to follow someone who is well respected by other Masons and whose contributions to the Craft are appreciated.

8. Sets and meets ongoing personal and professional goals.

A good mentor continually sets a good example by showing how his/her personal habits are reflected by personal and professional goals and overall personal success.

9. Values the opinions and initiatives of others.

A mentor who values others is also someone who works well in groups and is willing to share his success. A good mentor appreciates the ongoing effort of the mentee and empowers him through positive feedback and reinforcement.

10. Motivates others by setting a good example.