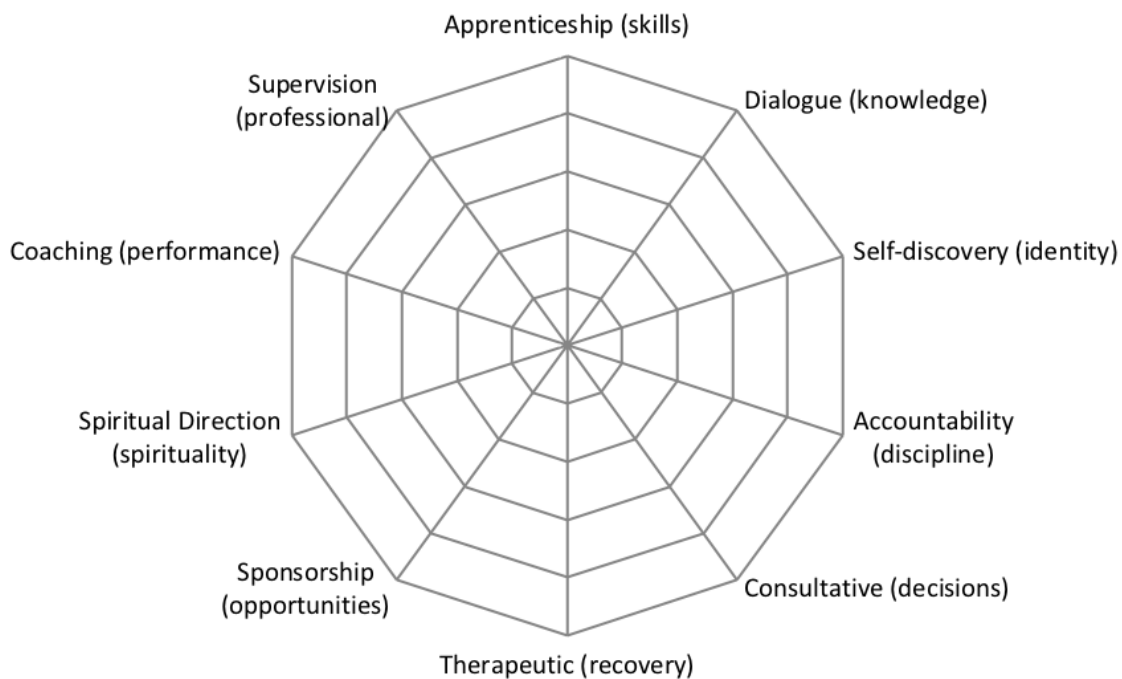


Modes of Christian Mentoring

Mentoring is carried out in many different ways. It does not always look the same. The specific shape of a mentoring partnership will vary according to the personal attributes of the mentor and the mentoree, the relational dynamic between them, the circumstances in which they find themselves, the impact of an organizational context, the areas for focus within mentoring, the desired outcomes, and other factors. Ten common modes of mentoring are described below. This exercise seeks to get some rough metrics about which of those modes fits with what you are looking for.



The modes could be described in this way, illustrated by examples in the Bible

- Apprenticeship is for people starting out in a particular field of endeavour and are looking for someone to show them the ropes and practically demonstrate the necessary skills. ***Elijah and Elisha***
- Dialogue is for someone seeking to develop their knowledge of a topic or area of study and looking for a conversation partner to push their thinking to the next level. ***Priscilla/Aquila and Apollos***
- Self-discovery is for people who are wrestling with questions of identity and looking for someone who can help to clarify who they are, their gifts, abilities and potential. ***Ruth and Naomi***
- Accountability is for people who know what they want to do but also know they will struggle to remain true to their best intentions without someone to check in on the critical issues. ***Nathan and David***
- Consultative mentoring is for people facing major decisions who require someone to help them consider the options from every angle so they can make well-informed choices. ***Rehoboam & Elders***
- Therapeutic mentoring is for people rebuilding their lives after some difficulty. This mode is often helpful after the completion of a period of professional counselling. ***Barnabas and Mark***
- Sponsorship is for people seeking to develop fresh opportunities, expand their network and overcome relational barriers through connection with a trusted advocate. ***Barnabas and Paul***
- Spiritual direction can be a discipline in its own right. As a mode of mentoring it is for people focussing on spirituality and seeking a guide to develop spiritual practices. ***Eli and Samuel***
- Coaching, too, is an established craft. It may also be a mode of mentoring in which a specific skill is honed with the aid of someone who knows how to promote peak performance. ***Jethro and Moses***
- Supervision is for professionals seeking to pursue high standards with someone to help them reflect deeply on their practice and to inquire into possible blind spots. ***Paul and Titus***

Construct a representation of the mentoring you seek, rate each mode according to what you are looking for – less interested in a mode marked towards the centre; more interested marked towards the outer rim.