Mentoring 101

John Maxwell

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Getting Ready To Mentor Others

▪ If you want to succeed as a mentor, first seek to understand yourself and others
  □ “We exist temporarily through what we take, but we live forever through what we give”

▪ Why people don’t mentor others?
  □ Insecurity – make themselves look better at others’ expense
  □ Ego – other people exist only to serve them
  □ Inability to discern people’s “success seeds”
  □ Wrong concept of success – average person doesn’t know their purpose
  □ Lack of training – don’t know how to do it

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What You Need to Know as You Start

▪ Everyone wants to feel worthwhile
  □ Make other people feel important
▪ Everyone needs and responds to encouragement
  □ People can tell when you don’t believe in them
▪ People are naturally motivated
  □ People have natural curiosity
▪ People buy into the person before buying into their leadership
  □ People will follow you only when they believe in you

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How Do I Adopt a Mentor’s Mind-set?

- Think like a Mentor
  - Make people development your top priority
  - Limit who you take along
  - Develop relationships before starting out
  - Give help unconditionally
  - Let them fly with you for a while
  - Put fuel in their tank
  - Stay with them until they can solo successfully
  - Clear the flight path
  - Help them repeat the process

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Whom Should I Mentor?

People Who:

- Make things happen
  - They never make excuses
  - Andrew Carnegie – “As I grow older, I pay less attention to what a person says. I just watch what they do.”
- See and seize opportunities
  - Don’t sit back and wait for opportunities to come to them
  - Don’t rely on luck
- Influence others
  - Don’t just see the person – see the people that person influences

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Add value
- They compliment my weaknesses and encourage my strengths
- Their journey with me actually expands my vision

Attract other leaders
- Influence other people through their interaction
- They will be able to multiply your success

Equip others
- They provide the means to get them their
- “It is only as we develop others that we permanently succeed”

Provide inspiring ideas
- If you want good ideas, you need a lot of ideas

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- Possess Positive attitudes
  - Having people around you with negative attitudes is like running a race with a ball and chain on your ankle
- Live up to their commitments
  - If a difficulty is thrust in his or her way – if they can’t go over it they go through it
- Have loyalty
  - They love you unconditionally
  - They represent you well to others
  - They make your dream their dream

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How Do I Create The Right Environment?

“Mentoring leaders understand that it takes one to know one, show one, and grow one”

B elieve in them
E ncourage them
S hare with them
T rust them

“The best mentoring leaders are encouragers”

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