
The Ultimate Guide ^{to} *great* Mentorship

13 ROLES TO MAKING
A TRUE IMPACT

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A PDF COMPANION TO THE AUDIOBOOK

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Role 1: The Revealer



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Revealer role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Revealer Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Revealer role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Revealer chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Revealer role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. Circle the answer that best corresponds to this statement:

"The Revealer role was effective for me as a mentor during the mentoring session."

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

2. Circle the answer that best corresponds to this statement:

"In the mentoring session, I achieved The Revealer goal: 'To lead the mentee's awareness, progress, and growth through precise exploration and discovery. And along the way ensure their own style and approach doesn't overwhelm or distract.'"

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 2: The Boundary Setter



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Boundary Setter role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Boundary Setter Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Boundary Setter role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Boundary Setter chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Boundary Setter role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Boundary Setter role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Boundary Setter goal: 'To set clear boundaries about expectations, what the mentoring relationship is and isn't, and the roles the mentor and mentee will play and won't.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 3: The Absorber



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Absorber role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Absorber Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Absorber role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Absorber chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Absorber role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement:* "The Absorber role was effective for me as a mentor during the mentoring session."
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement:* "In the mentoring session, I achieved the Absorber goal: 'To invest your focused time and attention into your mentee through active listening, empathy, and intentional focus.'"
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 4: The Questioner



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Questioner role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Questioner Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Questioner role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Questioner chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Questioner role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Questioner role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved The Questioner goal: 'Use thoughtful, relevant, and open-ended questions to help the mentee zero in on the right root cause or underlying issue that can then be worked through together.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow more comfortable and capable in this role:



Role 5: The Challenger



The Challenger Continuum



Low Challenge

Abdicating your role as a mentor because you're focused on feelings and not progress. Shame on you.

Obfuscating or "Beating around the bush." Providing hint bombs, hoping they drop and explode while you run the other way.

Suggesting confusion or equivocation but not outright stating your issue for fear of upsetting them or being asked for an alternative.

Deliberately deciding this is/is not a battle you want to take on. (Is the consequence of challenging going to pay off . . . for them and you?)

Challenging through respectful clarity. I'd call this The Questioner's "peeling the onion" skill to ensure you understand the mentee's statement so you can respond.

A clear challenge, but with inquisitive rather than exclamatory language (likely formed as a question).

Clear, firm word choice with unequivocal language and tone that stops momentum in its tracks.

Aggressive and dominating with no room for negotiation. Scorched earth approach. (Good luck with this.)

High Challenge

Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Challenger role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Challenger Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Challenger role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Challenger chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Challenger role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Challenger role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Challenger goal: 'Use challenges to prompt critical analysis so mentees are more introspective and use sound reasoning in their decision-making.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 6: The Validator



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Validator role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Validator Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Validator role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Validator chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose those that feel the most relevant given an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Validator role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Validator role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Validator goal: 'To strengthen the mentoring relationship and progress their journey by strategically validating a mentee's confidence, competence, fears, and anxieties.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 7: The Navigator



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Navigator role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Navigator Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Navigator role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Navigator chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Navigator role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Navigator role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Navigator goal: 'To draw on the mentor's wisdom and experience to guide the mentee away from potential pitfalls and toward their intended destination (also sometimes known as protecting people from themselves).'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 8: The Visionary



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Visionary role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Visionary Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Visionary role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Visionary chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Visionary role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Visionary role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Visionary goal: 'To provide a vision of a future state that stretches the mentee to do and become more, yet remain grounded within their motivations and present (or reasonably acquirable) skills.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 9: The Flagger



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Flagger role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Flagger Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Flagger role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Flagger chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Flagger role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Flagger role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Flagger goal: 'To appropriately intervene when it's necessary to slow down or stop a mentee and provide clarity around the potential pitfalls ahead.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 10: The Distiller



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Distiller role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Distiller Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Distiller role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Distiller chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Distiller role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Distiller role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Distiller goal: 'To leverage the insights and learnings that come after a series of mentoring sessions, then refine and reduce the options into a focused opportunity for the mentee to consider.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 11: The Activator



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Activator role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Activator Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Activator role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Activator chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Activator role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Activator role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Activator goal: 'To ignite new levels of motivation and momentum at an intentionally impactful moment, reinforcing the mentor's faith in what their mentee can achieve.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 12: The Connector



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Connector role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Connector Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Connector role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Connector chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Connector role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Connector role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Connector goal: 'To determine if and when a mentor will choose to provide connections to their mentee, enabling them to experience new growth, opportunities, and personal/professional development.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:



Role 13: The Closer



Captures—Additional Tools

PRE-MENTORING REFLECTION

Consider those who have played The Closer role in your life (this might include formal mentors, colleagues, parents, friends, teachers, and ecclesiastical leaders). Review which of the Key Closer Skills illustrated in the chapter opening that they demonstrated and describe the impact in your life:

Capture the “big ideas” you have about The Closer role. Consider your own mentoring experiences. What in life has prepared you for this role? What might you need to do to prepare more? What can you adopt from the previous exercise? Write your thoughts below:

IN-THE-MOMENT MENTORING PROMPTS

Revisit the questions and key insights found throughout The Closer chapter. These could include both questions for the mentee or reflection questions to help you with your mentoring mindset. Choose which feel the most relevant to an upcoming mentoring session and write them below. If the questions are reflective in nature, take a moment to answer them for yourself.

Mentee Questions

Question 1:

Question 2:

Question 3:

Question 4:

Mentor Reflection Questions

Question 1:

Answer:

Question 2:

Answer:

Question 3:

Answer:

Question 4:

Answer:

POST-MENTORING LEARNING

Following your mentoring session, think back to how things went when adopting The Closer role. Some roles may feel more natural to you than others, but they all benefit from objectively assessing what worked, what didn't, and what you can learn as a result.

1. *Circle the answer that best corresponds to this statement: "The Closer role was effective for me as a mentor during the mentoring session."*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

2. *Circle the answer that best corresponds to this statement: "In the mentoring session, I achieved the Closer goal: 'Create a celebratory capstone event that closes out your mentor-mentee relationship and helps them prepare for the next part of their journey.'"*
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

3. **Explore the “why” behind your answers.** Consider what worked and didn't in your mentoring session. What should you stop or start doing? What might you do less or more of? If you found gaps in your ability to execute this role, what can you do to close them? Capture your learning from this session and anything that, on reflection, could help you grow to be more comfortable and capable in this role:
