

# Mentoring

## Utilizing Mentors:

The encouragement you might need to succeed can come from seeking out others to aid in your personal development. We call these individuals mentors. A mentor is an experienced person who goes out of his way to help others clarify their noblest aspirations and goals by teaching and by setting a positive example. At their best, mentors help shape the character of others. They encourage others to become complete men, whole men, men of integrity.

Who can you identify as an example of a mentor in your life?

The role of a mentor is not for a lifetime, but rather to help you develop specific, agreed-upon skills. A mentor is there to teach, to challenge, and encourage you to become the best for yourself, your chapter and the world. He becomes an accountability partner for you to learn new skills and accomplish the tasks that will help you grow.

In what areas of personal development would a mentor be beneficial?

Develop an action plan for maintaining a mentor relationship for the following year:

Who will you seek out as your mentor, or who can assist you in finding the right mentor?

List your personal expectations of a mentor.

What expectations do you have for yourself? What commitments will you make to the relationship?

How often would you like to meet?

How will you hold yourself accountable to the relationship?

What value will you add to the relationship?

When would you like the relationship to begin, and how long are you expecting the relationship to last? Remember, good mentors are generally busy people. Use their time well and be respectful of the time they commit to the relationship.

## Being a Mentor:

The other side of mentoring that is key to the success of a Consul is his ability to develop other brothers in the chapter to eventually take leadership positions. The future of the chapter lies in their hands and their development is how you leave a truly lasting impact.

The mentoring relationship between you and your brothers will, by nature, be less formal. But do not let the casualness cause you to take it any less serious. Seek out your brothers when you find opportunities for them to grow within the chapter. Explain to them how it will positively impact the chapter (importance of the work), how you think their skills are an optimal fit (confidence in their abilities) and how you think it will be a good growth opportunity for them (challenging task). You will be amazed at how well people respond when they are given an important, yet challenging task, and know that someone they respect has confidence that they will succeed. This is just one way that great leaders inspire people to do great work.