

Fostering Fruitful Conversations

Using Six "I" Verbs in Mentoring



Step 1: Investigate for Understanding

Listening is a patient act of service.

Allow Time: Allow time for someone to process the problem at hand so you can find a good path forward together.

Reflective Listening: Be certain you clearly understand by reflecting back what was said and identify the emotion behind why it was spoken.

Clarify: Make sure to give an opportunity for your mentee to clarify or add to your understanding before moving on.



Step 2: Identify Your Involvement

Three roles of a mentor:

Evaluation is Assessment: Your mentee is seeking to understand how they stand in relation to your expectations or the expectations of others. In other words, they are asking if they are on the right track.

Coaching is Advice: Your mentee is seeking your ideas, feedback, or guided instruction to help them improve, learn, grow or change, either to meet new challenges or to correct an existing problem.

Affirmation is Recognition, Motivation, and Thanks: Your mentee is sharing their experience with you in order to receive your encouragement and approval.



Step 3: Influence the Outcome

Assess what is in the person's power to control or change and what is not.

Fact vs. Opinion: First take time to separate out fact from assumption/opinion.

Confirmable: What parts of the story can be confirmed?

Controllable: What aspects can be influenced, and what is beyond one's ability to influence?



Step 4: Involve Scripture and Prayer as Guides

You can use the 4 C's as a guide.

Concordance: Use your Bible's Concordance to look up words pertaining to your topic within the context of Scripture.

Context: Think about how the verse or passage connects with the overall narrative of God and His people and how it connects to the Gospel message.

Confirmation: Read through other passages that speak to the same question within Scripture. Do those passages confirm your initial thoughts about the meaning?

Counsel: Seek counsel from pastoral leadership, spiritual mentors, and commentary found in your Study Bible to help increase your understanding.



Step 5: Invest Time In a Plan

Take time to put your thoughts into actions. Use the **S.M.A.R.T. Goals Guide**, a free printable, found on our website at wlicuw.org/growingtogether.



Step 6: Impact Outcome Through Accountability

Schedule follow up conversations with your mentee.

Check in with your mentee and see how the plan is coming along.

Pray and offer encouragement for the individual.

