



You can be a mentor

A basic guide to mentoring

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Introduction

This guide is designed to help those who are considering becoming mentors. It is applicable to both mentoring couples and individuals. The guide is based on three sources:

- An excellent booklet entitled “You can be a mentor”ⁱ written by Jim Mitchell and produced by FamilyLife in the US.
- Personal experience of Mark and Christine Daniel and wisdom gleaned from colleagues.
- The book “Emotionally Healthy Spirituality” by Peter Scazzeroⁱⁱ.

By and large I’ve assumed the mentee to be a “he”, this is to avoid having to keep typing “he / she / they”, I hope you won’t be offended by this.

What is a mentor?

A mentor is simply a more experienced person who comes alongside you at a critical time and offers a listening ear, an encouraging voice, and a guiding hand.

What stops us? We’re often reluctant to see ourselves as mentor material because many of us suffer from self-doubt. We question whether we have anything of value to share, worry about what we don’t know, or view mentoring as a job for others more qualified or giftedⁱⁱⁱ.

Mentoring is easier than you may think. Yes, as a mentor you'll face complex situations where a mentee's story will possibly break your heart and make you feel overwhelmed. You'll be tempted to say, "I can't fix this. I don't know enough. I'm not a counselor!" And the truth is, you're not a counselor, and you can't fix it. But you can be a mentor.

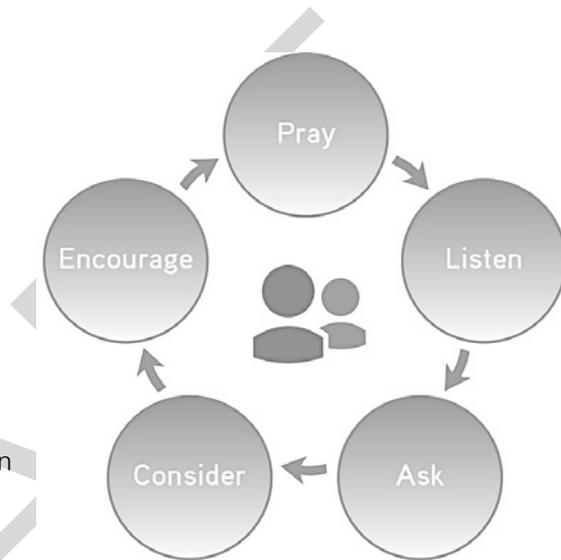
In this document we'll look at:

- Skills of a mentor
- Five ways of encouraging
- Tips for creating a safe "boundaried" mentoring environment

Skills of a Mentor

Good mentors demonstrate five core skills that create the atmosphere in which good mentoring relationships can thrive. To remember these skills, think of the important P.L.A.C.E. you'll have in the life of the person you mentor if you . . .

- Pray
- Listen
- Ask
- Consider
- Encourage



Pray

Real heart change comes only from God, though He often uses us in the process. We need to "pray without ceasing"^{iv}, asking God for wisdom^v because persistent, righteous prayer can accomplish much^{vi}. Don't underestimate the strength gained by the mentee through your faithful praying. Scripture tells us that God's Spirit comes alongside us in prayer^{vii}. Good mentors do the same for mentees, and this powerfully ministers to them. It also lets them learn from you how they, too, can relate to God as friend^{viii}. Can you pray? Then you're on your way to being a mentor, because good mentoring always starts with praying—both privately and together with your mentee.

Listen

You've probably known someone who loves to talk but seldom listens. Scripture describes him this way: "Answering before listening is both stupid and rude" (Proverbs 18:13 MSG). "Stupid and rude" are not qualities of a good mentor. Effective mentoring involves good listening. It doesn't sound like much, but listening is crucial because most people long to be heard. They want someone who will hear what they say and what they mean. Listening is harder than you might think, we might look like we are listening but most of us are actually just thinking about what we are going to say next. In other words we are "me" centred not "other person" centred. The goal of listening is to get to know and understand the other person and to "enter their world".

Ask

The Hebrew word for teaching comes from the same root (*lamad*) as the word for learning. "To teach" means "to cause to learn." This offers rich insight for mentors, as good mentoring involves well-worded questions that help foster shared learning and allows God to give the growth^{ix}. So how do you know whether your questions are well worded? One easy way is to ask, is this question more likely to start the conversation or hinder it? As an example, here are some conversation starters on the topic of conflict resolution:

- What is your most common argument with this person? How long have you been arguing about this particular issue?
- When and where do most of your conflicts occur? Do you notice any patterns that trigger conflict? Like what?

- What have you learned about yourself and others from your most frequent conflicts?

If you learn to ask questions that draw someone to deeper understanding or reflection, you can be a mentor.

Consider

Good mentors think carefully and will be aware of Biblical principles and simple tools that help make relationships work. Anybody who has been part of a Together group will be familiar with the principles and tools concerned. After humbly praying, listening, and asking questions that draw out the conversation, they introduce principles and tools for the mentor and mentee to consider jointly. If the mentee does not follow Jesus and does not believe in the authority of the scripture you can still introduce Biblical principles but it would probably be unhelpful to quote Bible references or shove a Bible under his or her nose. But the mentee does need to know where you are coming from... your faith in Jesus. Remember; scriptural truth has a power in it's own right ^x. Don't rush the process. You can be a mentor if you will receive what's being said by the mentee without casting judgment and then ask him to reflect on his situation in the light of Biblical principles, and God's Word ^{xi} This might mean that it would be helpful for you to meditate on His Word yourself, which adds depth to your mentoring. You should also begin to consider how you plan to encourage the mentee (see Five Ways of Encouraging).

Encourage

After you have prayed, listened, asked questions, and considered biblically a mentee's situation, you will come to the point of wanting to offer help. This help may take various forms, depending on the situation: a compassionate tone, a new perspective, an insight from your own experience, a practical tip, or an exhortation toward repentance and change. Just remember to be an encourager. Even if you sense the mentee needs to face some difficult things, make sure to build up rather than beat down.

"Therefore encourage one another and build one another up, just as you are doing."

1 Thessalonians 5:11

Think of the P.L.A.C.E. you'll have as a mentor with these five simple skills. If they don't come easily for you, remain teachable and willing to try, learn and pray.

Five Ways of Encouraging (or roles of a Mentor)

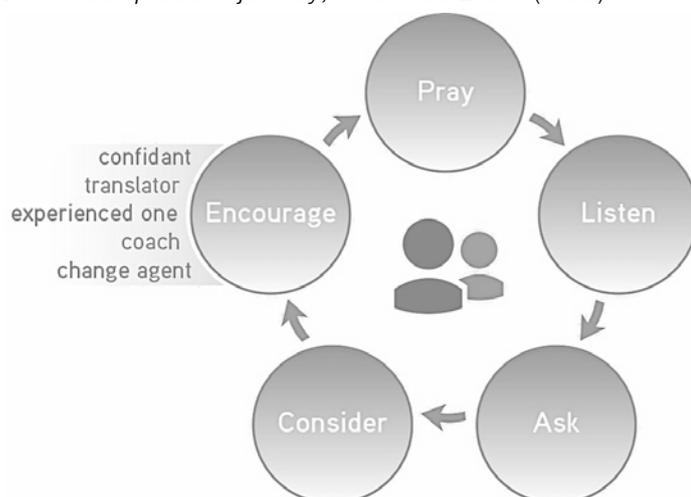
Encouragement can take on many forms. For example, "Hang on in there. I'm sure you will be fine . . . and I'll be praying" is quite different from "I've observed that you both appear to want to make this relationship work, that gives me hope. You also say that God is important to you so can I encourage you to start praying together daily as a couple?" One is an emotional boost while the other is encouragement based on observation and a call to action - different kinds of encouragement, each appropriate at the right time. And in mentoring, timing can be as critical as content.

"The right word at the right time is like a custom-made piece of jewelry," Proverbs 25:11 (MSG).

In deciding how to encourage a mentee at any given point, you're really choosing the appropriate mentoring role to play. So what are the roles of a mentor?

Here are five distinct functions:

- The Confidant
- The Translator
- The Experienced One (or Experience Sharer)
- The Coach
- The Change Agent



These are not sequential or exclusive. Aside from the first one - foundational to a relationship of Trust - you might play them in any order or perform several at once.

The Confidant

This is usually where you start as a mentor, just walking alongside the mentee and letting the details of his / her / their story unfold over time as trust develops between you. Don't give quick answers or load the mentee down with instructions. Rather, gather information and build "the right" to speak into someone's life - this will allow solutions to emerge within the natural flow of the relationship.

Example: "I appreciate that you trust me enough to share this with me. I'm committed to see how we can work through this together."

A confidant mentor provides a **safe place** to open up, be real, be vulnerable, and perhaps even confess failures and imperfections, without fear of judgment or condemnation. A trust of confidentiality encourages honest self-evaluation. A confidant can widen a mentee's horizons, drawing him to see that God has built us all to thrive best within a network of healthy relationships. This network might start with you, but ultimately it should include others, such as family and caring friends, including those in a local church. Of course, a sound network includes a knowing relationship with the Holy Spirit as Helper or Companion (John 14:16-17, 26; Romans 8:26).

Related Verses:

"The way God designed our bodies is a model for understanding our lives together as a church: every part dependent on every other part, the parts we mention and the parts we don't, the parts we see and the parts we don't. If one part hurts, every other part is involved in the hurt, and in the healing. If one part flourishes, every other part enters into the exuberance". 1 Corinthians 12:25-26 (MSG).

"Friends come and friends go, but a true friend sticks by you like family." Proverbs 18:24 (MSG)

Success indicator: The mentee begins to open up to others instead of attempting to "go it alone".

The Translator

Many people need a mentor because they have gotten locked into a particularly negative behaviour, often caused by the way they look at their own situations. When mentees have settled into such an unhealthy narrative about their lives, they need mentors who can gently and graciously "translate" the stories with healthy, Biblical perspective. The mentee's negative viewpoint may be coming from several sources. Perhaps an important person, such as a parent or spouse, has been overly critical^{xii} or the mentee has been sabotaged with negative self-talk^{xiii}, or the mentee has simply grown accustomed to the accusations of the Enemy^{xiv}. Whatever the cause, the mentee desperately needs fresh perspective - new thoughts that lead to healthier feelings and behaviour.

Example: "I can see why you are troubled by this, but have you stopped and considered this from another perspective? You may be believing something about your situation which is not true."

Having a translator mentor encourages a mentee to soften his or her heart and realize he may not have it all figured out yet^{xv}. It also helps him to look objectively at himself and his circumstances in light of Scripture. This translator role is especially important for couple-to-couple mentoring where spouses **need help to really listen to one another and to hear and understand** what the other is saying. Without taking sides or making value judgments, a mentor can "translate" the conversation and promote constructive communication and deeper understanding.

If the mentee is a Christ follower then the mentor can encourage him or her by reminding him that in Christ he is a new creation and that God the Holy Spirit is at work in him transforming him into

Christlikeness. This is called sanctification... it is through this process that we are made increasingly Holy. This journey of transformation is often uncomfortable and will likely involve recognizing unattractive and unhelpful behaviour and sin patterns before they are changed. The very fact that we are in a position to recognise what we want to change is in itself a reason for hope!

Related Verses:

"This means that anyone who belongs to Christ has become a new person. The old life is gone; a new life has begun!" 2 Cor 15:17

"So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you." Rom 12:1-2

Success Indicator: The mentee sees things anew instead of staying hardened and stuck.

The Experience Sharer

Taking this role, you as mentor humbly recount key parts of your own journey or others you know—the triumphs and the mistakes—that relate to the mentee. While never identical to the mentee's situation, your similar past experience can help you show compassion and earn you the credibility needed to apply God's Word to life issues. This needs to be sensitively done... some people are prone to share their story and inappropriately "project" their experiences onto the mentee.

Example: "May I tell you about a time when I went through something similar—and how I got through it?"

Having an experienced-one mentor encourages the mentee to see that he is not uniquely burdened (1 Corinthians 10:13) and can learn from the successes and failures of others. Seeing evidence of how your life has been changed by God can also help the mentee begin to accept God's Word as the authority over his thoughts, words, and actions (Hebrews 4:12; 2 Peter 1:4, 16–21).

Related Verses:

"So we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well". 1 Thessalonians 2:8 (NIV)

"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, ⁴ who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God." 2 Corinthians 1:3 - 4 (NIV)

"The way of fools seems right to them, but the wise listen to advice." Proverbs 12:15 (NIV)

Success indicator: The mentee begins to receive input and biblical truth from others instead of being limited by inexperience, impulse, or opinion.

The Coach

Research reveals that relationships can be dramatically improved simply by dropping bad habits. There are times when mentees struggle simply because they've fallen into bad habits or have never learned a particular skill or had good habits modeled for them. For example: some couples struggle in their marriages simply because they don't know how to be married, they don't know what marriage means or how married people behave. No particular sin pattern is apparent; they just need basic training in life skills. For example, they may never have had anyone train them in healthy husband and wife roles.

They know their relationship isn't working or isn't fulfilling, but they don't know why. In *Rocking the Roles*, Robert Lewis and William Hendricks write, "A lot of young couples ... are trying to build an intimate relationship, one that's supposed to last a lifetime, from scratch or, at best, guesswork... These people don't realize that behind much of their quarrels and dysfunction and anger **is what they don't know**, not who they're married to." ^{xvi} When the time is right, the mentor shares insight about practical behaviour and life skills necessary for "smoother sailing" in a particular area of life.

The skills taught in FamilyLife's "A Day Together" event and in the "Together" discipleship programme will be particularly useful in this role as coach.

Example: "One very practical thing someone showed me once was that people give and receive love in different ways. I know of a really useful tool to help you understand how to show love in the way your partner will receive it. Would you like me to show you?"

Having a coach mentor encourages the mentee to be receptive to new information and skills and determine tangible next steps to take toward stability and growth.

Related Verses:

"Moses' father-in-law replied, "What you are doing is not good. ¹⁸ You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone....

²⁴ Moses listened to his father-in-law and did everything he said".

Exodus 17:17-18, 24

"Walk with the wise and become wise, for a companion of fools suffers harm".

Proverbs 13:20

Success indicator: The mentee knows where he needs to grow and has a plan to get started instead of repeating the same old mistakes.

The change agent

This particular aspect of encouragement needs to be done sensitively and prayerfully. The mentor will want to ensure that the mentee feels "safe".

Your role can quickly shift to change agent if you recognise that sin issues are behind the behaviour you've been addressing as a coach. The mentee may have an inappropriate and untrue view of him or herself or inherited unhelpful behaviour from the past. In fact, people often seek to focus on practical things as a way of avoiding the deeper "heart" problems beneath. They'll want to change their circumstances, focusing on what's happening to them or around them, instead of allowing God to change what's inside or coming out of them.

The mentor can graciously but deliberately shift the focus of conversation towards more important underlying heart issues. For example, a wife may seek a mentor's help in how to handle conflict with her husband over money. But inside her heart could be insecurity, fear, or a desire to control. Or a father may seek advice over a "troubled teenager", but churning inside the father's heart is a struggle with intolerance. Having a change-agent mentor encourages the mentee towards self-examination and repentance so that he or she can identify and reject sinful or unproductive patterns and accept the power of the gospel for lasting change. "What is the goal of this change? It is more than a better marriage, well-adjusted children, professional success, or freedom from a few nagging sins. God's goal is that we would actually become like Him. His goal is to free us from our slavery to sin, our bondage to self, and our functional idolatry, so that we actually take on his character!" ^{xvii} For more insight on how people change, please visit FamilyLife.com/mentoring and search for "Heart of Change."

These diagrams may be helpful in illustrating what the change agent is trying to achieve.

There is a practical exercise attached at Appendix A that will help mentees consider what they might like to change.

Caution. Sooner or later you will likely come across either unhelpful behaviour that the mentee is unable to change, even with the help of a mentor. This is not unusual. In this event advise the mentee to seek the help of a professional counselor. Don't be surprised if the mentee is resistant to this as there is often a "stigma" or shame attached to counseling. If you had health problems you'd go to the doctor, we suggest that if you have behaviour problems you should go to see a counselor. Christine and I have sought the help of counseling on a number of occasions and have found it to be VERY helpful.

Related Verses:

"I have been crucified with Christ and I no longer live, but Christ lives in me. The life I now live in the body, I live by faith in the Son of God, who loved me and gave himself for me."
Galatians 2:20

"His divine power has given us everything we need for a godly life through our knowledge of him who called us by his own glory and goodness." 2 Peter 1:3

"For the grace of God has appeared that offers salvation to all people. 12 It teaches us to say "No" to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age," Titus 2:11-12

Success indicators: The mentee begins to put more focus on issues inside his own heart than on problems around him.

Boundaries and Creating a Safe Environment

Most people fear being vulnerable. A mentee will likely feel vulnerable when opening up and being honest and transparent. To overcome this fear it is important that he / she feels safe and hence a safe environment needs to be created. Clearly set boundaries or guidelines will help create a safe environment within which the mentoring will operate. Here are some to consider:

- **Initially agree to meet once**, then both the mentor or mentee knows that they are not committed beyond that one meeting. If the meeting goes well then agree to meet again.
- **Define the duration of a meeting.** We suggest no more than 90 minutes.
- **Set a "review point"**. After the first meeting you might agree to meet again. In this event agree a review point, which will take place after say 3 or 5 meetings. Then both of you know how long you are committed for. At the review point both the mentor and the mentee have the option to opt out.
- **Try to give meetings a purpose** and agree what the purpose is. The first meeting will likely be exploratory and involve listening and asking questions. Thereafter seek agreement on the issues that you are going to tackle. For example: "You mentioned a couple of times you don't feel understood, would it be a good idea to discuss communication at our next meeting?"



- **Avoid interrupting**, or putting words in the mentee’s mouth.
- **Don’t judge**, assume or leap to conclusions. Instead clarify your understanding.
- **Say who you are and what you will do.** Explain that you are not a counselor. As a mentor you are there to listen, ask questions and if helpful then you might share some FamilyLife relationship tools.
- **Explain the basis for the views that you hold.** Say you are a Christian, you find the Bible to be full of practical wisdom for day-to-day life and that the tools and principals you’ll likely be using are based on Biblical principals. Openly refer to the FamilyLife “A Day Together” and “Together” workbooks.
- **Set some simple rules for the meetings.** No interrupting, no laughing at one another or belittling / aggressive behaviour. Discourage shouting.
- **Have details of an appropriate counselor** handy if you feel things are headed that way.
- **Avoid mentoring a member of the opposite gender.**
- **If you are mentoring a couple then doing it with your spouse can increase impact and effectiveness, but only if you work well together.** When Christine and I mentor couples together we usually agree the roles we will each play beforehand. We sit on a sofa together. Christine is really good at asking questions. I like to observe, pray and seek God’s insight. So in our mentoring sessions Christine will do most of the question asking and I nudge her if I want to say anything. I get much more involved as we move into considering and encouraging.
- **Don’t move into the change agent role** until you are sure that you have a good and secure relationship with the mentee.
- **Set rules for confidentiality.** For example: “What is said in the room stays between us. However I reserve the right to advise the authorities if I feel that somebody is at risk of harm”.

Further guidance

Here is a visual reminder of your P.L.A.C.E. as a mentor and the various roles you could play in encouraging a mentee.

Common mistakes to avoid

Here is a quick glance at five things good mentors try to avoid:

- **Fixing.** Your instinct as a mentor will be to help, but this can easily shift into “fix-it” mode, which will be unwelcome and counterproductive. Few people want to be fixed. Treat mentees like people, not projects. Think more in terms of possible next steps. They’ll feel the difference and respond better.
- **Preaching.** Walk alongside your mentees and talk with them; don’t talk at them or down to them. Don’t throw bible verses at them.
- **Carrying.** Show concern for mentees but don’t take responsibility for their lives. Unreasonable expectations of yourself or the mentee will weigh you down and make you want to quit. Good mentors can “bear one another’s burdens” (Galatians 6:2) without carrying too heavy a load (verse 5).
- **Blaming.** Mentees will often want to blame themselves or others for problems. Your part as a mentor is not to resolve those questions but to help mentees discover where they can change by God’s grace without condemnation.
- **Rescuing.** Remind yourself that you’re not a savior; you’re just one piece of the puzzle God is



assembling in this person's life. Be satisfied playing your part and trust the true Savior with the rest.

Avoiding these common mistakes will help make your mentoring the best it can be.

Mentoring and the grace of God

For the Christ follower, living under God's lavish, unmerited favor removes the daily grind of guilt, obligation, or merit. As Jerry Bridges explains, "God is not keeping score, granting or withholding blessings on the basis of our performance. The score has been permanently settled by Christ. We so often miss this dimension of the Gospel." ^{xviii} If you've not recently meditated on God's grace to you, draw near to Him and drink deeply from His Word. You might start with a few passages directly related to grace: 2 Samuel 9; Romans 3:23–24; and Ephesians 2:1–10. You'll be glad you did . . . and so will your mentees.

You can be a mentor

Despite your doubts, there are so many things you already can do that make mentoring easier. You can pray. You can listen. You can ask questions. You can take time to consider. You can encourage. You're also now familiar with the various roles you might play in encouraging others toward God and His Word.

Frequently Asked Questions

What about my past mistakes and sins? You don't need to be perfect to be a mentor.

In fact, your past mistakes can actually make you more sensitive and understanding of the weaknesses of others. ^{xix} There is a small potential danger that you might suggest that it's OK to sin because you have done it, so it is important to make it clear that you've repented, received the forgiveness promised, and started growing in godly character again.

What if I'm asked something I don't know? First of all, "I don't know" is a perfectly good answer, especially if you intend to go and seek help from other resources before getting back with the mentee. Key tools and training are available (from the USA FamilyLife web site) at FamilyLife.com/mentoring for this purpose, including the US FamilyLife Mentor Guide, a collection of verses, articles, online audio and video helps, conversation starters, and resource suggestions for common life issues.

What if a mentoring relationship turns bad? I've been proposing here that mentoring is made easier when you follow the simple principles described in this document, but there are times when a mentoring relationship just doesn't work. Maybe the mentee digs in his heels and refuses to change or issues arise that really require the help of a professional counselor or pastor. Or perhaps, for whatever reason, this particular person just isn't responding to you. It might be that you just don't get on with one another. There's really no escape hatch when things get hard. And let's be honest, working with people can be messy. But it is okay, and probably even healthy, to reevaluate the mentor/mentee relationship over time and discern if it's fruitful to continue (Proverbs 26:4–5).

Whom should I mentor? Now that you have an understanding of some basic mentoring skills and roles, you may be anxious to get started. In your excitement you'll probably want to avoid two extremes: either grabbing the first person you see and telling him, "I want to be your mentor!" or waiting for an epiphany. Just make yourself available and ask God for opportunities in the ordinary flow of your life. You might also want to convey your interest in mentoring to your pastor or someone on your church staff. They have an idea of the needs within your church and can be on the lookout for the right opportunity for you.

What if I'm an introvert? Many introverts make excellent mentors because they typically like to think things through and are not troubled by "pleasing" the other person (a trap that extraverts can fall into). **But** some people are naturally uncomfortable with face-to-face mentoring. They'd rather have time to think and reflect before responding. If that's you, you can still be a mentor through FamilyLife eMentoring.

About FamilyLife eMentoring. FamilyLife in the US has developed an anonymous online system to empower people like you to have a personal mentoring ministry that is custom-fit to your unique

schedule, life experience, and God-given personality. Through a safe and secure platform, mentors right now are helping change the world from their computers. Visit FamilyLife.com/mentoring for more information.

Some good mentoring questions:

Purpose: How would you like to see the two of you in 10 years time?

Communication: What does unclear communication with your spouse look like? Sound like? Feel like?

Resolving conflict: When you face disappointment in your spouse or your marriage, how do you express that?

Husband: What is your understanding of the role of a husband? How would your spouse answer that?

Wife: What is your understanding of the role of a wife? How would your spouse answer?

Spiritual growth: What can you tell me about your own personal spiritual growth during this season of life?

Accountability: Who in your life has permission to ask you the tough questions?

Father: Looking back, what did you like most (and least) about your father's parenting style?

Mother: Looking back, what did you like most (and least) about your mother's parenting style?

Parenting: What one word best describes each of your children? Why does that word fit that child?

In-laws: How is your family different from your spouse's and how has that affected your marriage?

Stress: If you made a list of the things causing you stress right now, what would make the list?

Forgiveness: Is it easier for you to forgive others or to receive forgiveness? Can you elaborate on that?

Grief: What has been the most difficult part of this season of grieving?

Appendix A - Learning about ourselves from the past

Encourage the mentee by considering the following verses:

"I do not understand what I do. For what I want to do I do not do, but what I hate I do. And if I do what I do not want to do, I agree that the law is good. As it is, it is no longer I myself who do it, but it is sin living in me. I know that nothing good lives in me, that is, in my sinful nature. For I have the desire to do what is good, but I cannot carry it out. For what I do is not the good I want to do; no, the evil I do not want to do—this I keep on doing. Now if I do what I do not want to do, it is no longer I who do it, but it is sin living in me that does it. So I find this law at work: When I want to do good, evil is right there with me. For in my inner being I delight in God's law; but I see another law at work in the members of my body, waging war against the law of my mind and making me a prisoner of the law of sin at work within my members. What a wretched man I am! Who will rescue me from this body of death? Thanks be to God—through Jesus Christ our Lord! So then, I myself in my mind am a slave to God's law, but in the sinful nature a slave to the law of sin."

(Romans 7:15–25 NIV)

"God knew what he was doing from the very beginning. He decided from the outset to shape the lives of those who love him along the same lines as the life of his Son. The Son stands first in the line of humanity he restored. We see the original and intended shape of our lives there in him. After God made that decision of what his children should be like, he followed it up by calling people by name. After he called them by name, he set them on a solid basis with himself. And then, after getting them established, he stayed with them to the end, gloriously completing what he had begun."

(Romans 8:29–30 MESSAGE)

"For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline (or self-control)." (2 Timothy 1:7 NIV)

Instructions (for the exercise on the next page)

1. List the life messages you received from each of your parents or those significant / caretakers (boxes A & B). (E.G. don't be weak. Education is everything. You must achieve to be loved. Don't be sad; things could be worse. Make a lot of money. Don't trust people; they will hurt you. You are worthless (i.e. you received constant criticism))
2. To allow healthy growth every child requires it's needs to be met. Were there any note-able needs that were not met during your childhood? (E.G. physical affection, unconditional acceptance, encouragement). List these in Box C.
3. In Box D List any "earthquake" events that sent "aftershocks" into your extended family. (E.G. Abuse, premature or sudden deaths / losses, divorces, shameful secrets revealed, etc.). Consider the impact on you.
4. Review the four separate boxes (A through D) and prayerfully consider what you believe as a result with regard to: 1.Life generally 2.Yourself 3.Other people
5. Then fill in box E. Review it with a friend and pray together.

NOTE: THIS IS NOT A COUNSELLING SESSION. IT IS MENTORING OR DISCIPLESHIP IN ACTION. SIMPLY COMPLETE THE EXERCISE TO HELP IDENTIFY THE MESSAGES / BEHAVIOURS YOU WANT TO ADDRESS OR CHANGE.

A. Father (Caretaker)

Messages received about life:

B. Mother (Caretaker)

Messages received about life:

C. Unmet childhood needs

Normal needs that were unmet:

E. What I believe as a result of the unmet needs, earthquake events and messages received ...

D. Earthquake events in family history:

- ☆
- ☆
- ☆
- ☆
- ☆

Endnotes and sources

- i ISBN 978-1-60200-430-6. Permission for use being sought.
- ii Emotionally Healthy Spirituality by Peter Scazzero, published by Thomas Nelson. ISBN 976-0-8499-4642-4. Emotionally Healthy Spirituality Workbook by Peter and Geri Scazzero. Permission for use being sought.
- iii Dennis Rainey, *Stepping Up: A Call to Courageous Manhood* (Little Rock, AR: FamilyLife Publishing, 2011), 139-40.
- iv 1 Thessalonians 5:17
- v James 1:5
- vi Luke 18:1–8; James 5:16
- vii Romans 8:26
- viii Exodus 33:11; John 15:15
- ix 1 Corinthians 3:6
- x 2 Tim 3:16
- xi James 1:23–25
- xii James 4:11
- xiii 1 John 3:19–20
- xiv Revelation 12:10
- xv Philippians 3:13–14
- xvi Robert Lewis and William Hendricks, *Rocking the Roles: Building a Win-Win Marriage* (Colorado Springs, CO: NavPress, 1991), 212.
- xvii Timothy S. Lane and Paul David Tripp, *How People Change* (Greensboro, NC: New Growth Press, 2006), 18.
- xviii Jerry Bridges, *Transforming Grace: Living Confidently in God’s Unfailing Love* (Colorado Springs, CO: Nav-Press, 2008), 21.
- xix 2 Corinthians 1:3–5