



THE EVEREST *Leadership Academy*

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



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



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



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 multiple 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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