

## Mentoring Vs. Coaching

### **Introduction:**

During these past three weeks, we learned about mentoring. We shared our experiences as a mentor or as a mentee. We learned that it's a relationship-type interaction, whereas a mentor is usually more experienced than the mentee. Both parties don't have to be perfect, and it's okay if the other party sees our flaws. Age doesn't matter. With the Lord's help, we strive to show agape love that enables us not to judge one another. We must practice balancing encouragement and equipping the mentee to have success in their endeavors. Our lessons confirmed that without God's grace, there is no way we can be an effective mentor and model Christian living.

### **Keep In Mind:**

- ~ Mentoring means to advise, guide, and support those who are less experienced.
- ~ Mentoring is bonding or a relationship where the mentor guides the mentee in the correct direction.
- ~ A mentor can be your father, mother, a friend, or a person who is more experienced than you in a particular area.
- ~ The relationship between a mentor and a mentee is more like a friend. For example, you go to your friend for relationship advice. Your friend mentored you through a tough time in your life.

**Scenario: You are mentoring someone to help him/her understand the lessons taught in Sunday School and Church service. That person is brand new to the church setting. One day, when you are talking with your mentee, he/she reveals that they are experiencing a "deep" serious situation with their family and just having trouble with life. The mentee is trying to turn his/her life around to serve Christ wholeheartedly but is getting push back by everyone around them.**



### **What is Coaching?**

~ Coaching means supervising someone and improving their capability and knowledge. The Coach's responsibility is to assist an individual in doing well. A coach is a person who focuses more on the task to be completed and the person's performance of that task.

Coaching is a process aiming to help better the person's performance. Coaching is based on the present, as the goals set by a coach are based on things you can do now.

Coaches set milestones so that after you complete each milestone, you are motivated and can push yourself further to meet the other milestones. Think of a coach not as an expert but as a person who can serve as a facilitator to help you learn more. A coach will help you understand, and after enabling you to learn, you will notice that it is easier for you to improve your own performance. A good coach will not give you the solution to your problems. Instead, he/she will help you find the answer because he/she knows if you learn the ability to find the solution by yourself, it will help you develop into a better person and help you better your performance.

### **How involved is coaching a Christian through a particular situation?**

A Christian life coach helps the person to refocus and repurpose their efforts to align with biblical teaching, and what the person feels is God's direction for his or her life. A Christian life coach will challenge any negative beliefs that might be holding them back from their purpose.

A poorly trained life coach will tell the believer what to do. But a life coach who has gone through certified professional Christian coach training knows better. A life coach is not a parent, coworker, sibling, or friend who keeps telling their fellow-believer what they ought to be doing.

### **Misconceptions about Christian Coaching**

~ **Christian life coaching is "too spiritual."** Some Christians might be afraid of working with a life coach because of the misconception that Christian life coaching makes the coaching process too spiritual. Another misnomer is that a coaching session should focus solely on prayer and quoting and memorizing scriptures.

### **What Christian Coaching is**

Christian life coaching relies on God's gifts and proper biblical application, but these same coaches take a professional and practical approach. Bible study and prayer are indeed part of the coaching experience, but that is not the entire scope. In fact, Christian life coaches who are certified understand the depth and breadth of the coaching experience.

Completing a Christian life coach certification program is a worthwhile endeavor, but be sure you attend a program that offers the best certified professional Christian life coach training. Check out the program's reputation via reviews and do your research. You want the best for yourself and your clients.

A Christian life coach's goal is to work with each person until they feel they have made the best choice based on their goals. Life coaches do not always focus on giving instructions, but they also focus on helping the person to make behavior changes that will help them become more successful in their endeavors.

**Scenario:** In one of your mentoring sessions, you started off talking about how great the Bible Study was. All of a sudden, BJ breaks out into tears and reveals that she has a problem with the Choir Director. She's been holding it in for years and has never said anything to anyone before now. She said they had an argument five years ago, and every time she goes to rehearsal, the Choir Director either ignores her, or she is called out and wrongly accused of singing out of tune in front of everyone. BJ wanted to quit, but she wanted to sing to the Lord, and she thought if she continued to sing to the Lord, she would have a better chance of getting into heaven.



What's A Person to Do?

To address this issue, what role are you portraying in this instance; are you the Mentor or the Coach?

Coaching Duration	Mentoring Duration
<p>While the Coaching process can be considered complete after a couple of sessions, considering the peculiarities of mentoring – <u>it can last up to a year or more.</u></p> <p>Coaching is aimed at a particular goal and is heading towards its' accomplishment.</p>	<p>For the most efficient mentoring session, a certain amount of time is needed for <b>mutual</b> acquaintance with the participants' characters and creating favorable conditions so the "mentee" can feel free to share his/her personal and professional problems with his mentor.</p>

If you chose to take the Coach approach to assist BJ in her situation, I highly recommend the following steps:

1. **Pray to seek the Lord's guidance !!!!!**

**If you don't feel comfortable, confident, equipped, knowledgeable, patience, loving (Agape), self-controlled, non-judgmental -**



**If you decide to proceed,**

- 1. then pray mightily before and after each session to seek the Lord's guidance.**
- 2. Seek assistance from a trusted seasoned CP when needed – don't be a Lone (ST)Ranger.**
3. Decide which parts to tackle and prioritize. It would be best if you took the "how do you eat an elephant" approach - - one bite at a time.
- 4. In the scenario, what are the parts to tackle? What would be your first priority?**
5. Be prepared to minister to BJ with biblical truths. Research Bible verses relevant to each piece as you address them (one bite at a time).
6. Develop assignments/homework to give to BJ with a specific time to complete and report the status and her thoughts.
7. Develop assignments that will provide BJ an opportunity to create a biblical plan of action. It must be biblically based.
8. Review BJ's plan to ensure it's biblical, resulting in giving only God the glory. Refine the plan if necessary.

Brenda J. Spicer  
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