Passion

Mutual Mentoring

YOUR MUTUAL MENTORING PILGRIMAGE

If you've made the decision to actively pursue spiritual growth in your life, Mutual Mentoring could become one of the most transformational aspects of that ongoing pilgrimage. Instead of being based on a hierarchical relationship of mentor to student as found in classical mentoring, a Mutual Mentoring relationship is based on the principle of mutuality:

Each person strives to learn from the other.

Find a mentor who represents your opposite style and begin the process. Never forget that the goal of the process is not to become like your partner in the Mutual Mentoring relationship. You should not switch to their style, but rather integrate those aspects of your opposite style that will support your growth.

YOUR MUTUAL MENTORING RELATIONSHIP

Embracing the 3 colors of your spirituality at a deep personal level is best done in the context of Mutual Mentoring relationship. The Mutual Mentoring format outlined on the following pages consists of four weekly sessions of about one hour each, though you should feel free to adjust the outline to suit whatever time you have available. The sessions primarily consist of questions that you will ask you Mutual Mentoring partner/s and that they will ask of you, along with weekly homework.

Before getting underway, here are some points to consider:

Choosing a Mutual Mentoring partner or partners

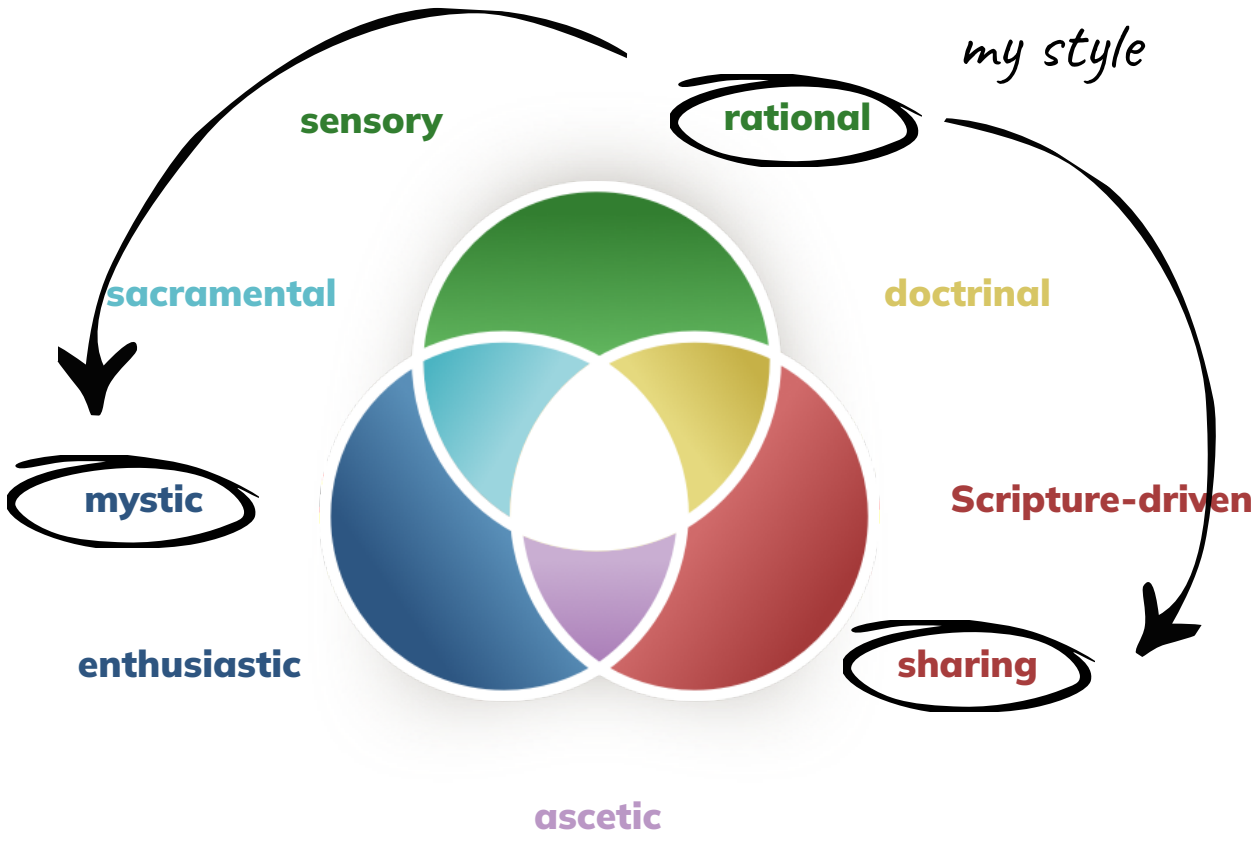
There are a number of different formats in which you can embark on your Mutual Mentoring pilgrimage:

If you have had little opportunity to embrace your native spiritual style, it would be of great value for you to connect with someone who has the same native style as you.

If you would like to grow in some other styles but are hesitant about stepping out too far, you should join with someone whose native style is next to or close to yours on the spiritual style compass.

If you are willing to step further out of your comfort zone, find someone who is strong in one of your least developed styles. If you would really like a challenge, find two or more people with that style and invite them all to stretch you.

If you would like to connect with two different styles simultaneously, arrange to have a trialogue. Starting from your own spiritual style on the Trinitarian Compass, you would look for a person three styles away from your own in each direction. eg:

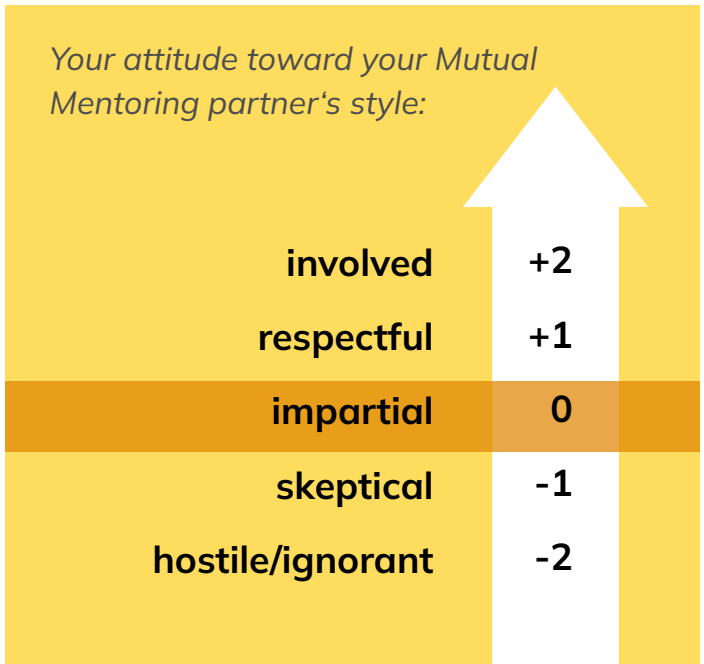


This kind of trialogue can be useful for avoiding the danger of lumping together everything that is outside of your own style (“me-versus-you” mentality), by experiencing that the differences between the styles outside your comfort zone are as wide as the differences between your world and the world of the others.

Your Mutual Mentoring partner/s might be someone you have known for a long time or someone you have just met. You might choose to meet with them in person or, because of distance, need to connect with them via the internet. However you do it, take the opportunity to have your heart and mind stretched through this process.

Maturity scale

As mentioned in *The 3 Colors of Your Spirituality*, the styles furthest away from your native style are referred to as the opposite pole. The opposite pole represents the aspects that may be suppressed or neglected within your own spiritual style. The Maturity Scale outlines five stages that describe your relationship to the opposite pole, assessing your attitude towards your opposing style.



This scale can should be applied to your Mutual Mentoring Partner's style as a gauge to help determine if your should engage with Mutual Mentoring with a particular style. Each member of a Mutual Mentoring relationship should have at least reached level 0 in their attitude toward the spiritual styles of their Mutual Mentoring partners.

This impartial attitude as a minimum benchmark may be characterised by sentiments like, "I'm not opposed to that style, but I just don't see its practical relevance to my life" or "It seems that others perhaps connect with God by that means, but it doesn't speak to me" or "I don't have anything against this style, but I haven't found it relevant in my own spiritual journey."

The 10 Rules of Mutual Mentoring

The one precondition for participating in Mutual Mentoring is that you agree to the following ten rules:

1. **I am in this relationship, not to teach, but to learn.** This is the practical application of the "altruism-forbidden" principle. Many Christians will have enormous difficulty sticking to this rule. Don't forget, your only goal is to change yourself, not to change others. This rule must be strictly applied.

2. **I expect neither to be understood nor to understand**. If the other person should understand you, or the other way around, wonderful! But don't expect this to happen. Expect that you won't be understood. In order to reach your goal—i.e. to change yourself—deep mutual understanding is not a prerequisite.

3. **I have the right to be respected in my spiritual style**. The fact that you want to learn from someone who has a different style than you do doesn't mean that you should talk down your own style or yourself. After all, 11% of all Christians represent the same style as you do, and one-third have the same style family. Your mentoring partner doesn't have to understand you, but he or she must respect you.

4. **My mentoring partner has a right to be respected in his or her spiritual style**. This is the inversion of rule three. Approach the other styles with respect, whether you understand them or not.

5. **I will only share critical observations about my mentoring partner if she or he has asked me to do so**. The principle of focusing on your own learning doesn't mean that you are not allowed to share critical observations about your partner. But you are only allowed to do this if your partner has explicitly asked you to.

6. **We both have the right to discontinue our interaction at any point in the process**. As a rule, you should anticipate a series of Mutual Mentoring sessions, but if you decide that you should leave the process, you can do so at any time, without explanation.

7. **The focus of our interaction is not to discuss theology, but to share how we encounter God**. Of course, these dimensions cannot be completely separated from one another, but the main focus of your interaction should be how each of you experiences God.

8. **I commit to speaking honestly about my feelings.** In a Mutual Mentoring session, you shouldn't share pre-fabricated statements but rather honestly express what you feel, including your insecurities and doubts.

9. **The mentoring relationship is based on the assumption that we both need each other in order to grow our native styles**. Your goal is not to change styles; neither is that the goal of your partner.

10. **I will treat my mentoring partner exactly as I would have him or her treat me.** This is the application of Jesus' "Golden Rule." Implicitly, rules one through nine have taken this concern into account already. Rule ten simply covers any situation that is not explicitly addressed by the first nine rules.

Warm up and recovery

Throughout your Mutual Mentoring process, it is important that you both warm up and allow for recovery time as you would with any training endeavour. Some time before each session, you should connect with God in the way that is most natural to you. Since through your native style you are already connected to God, it is the ideal launch pad from which to enter each Mutual Mentoring session.

Recovery time is about allowing yourself the space to let the discussions and challenges of each Mutual Mentoring session sink in. It is at these times that growth in your spiritual muscles really takes place.

WARM-UP OPTIONS

- Take some time to fully embrace and enjoy your native style. During this time, thank God for relating to you through that style and ask that that connection would become even stronger over time.

- Spend time with people who share your native style.

- Revisit your Personal Profile and meditate on the image, motto, focus and key Scripture reference of your native style. Then reflect on the strengths of your partner/s style/s.

- Ask some close friends what it is about God that they are able to see reflected in your life.

- If you have the The 3 Colors of Your Spirituality book, re-read the chapter that relates to your native spiritual style.

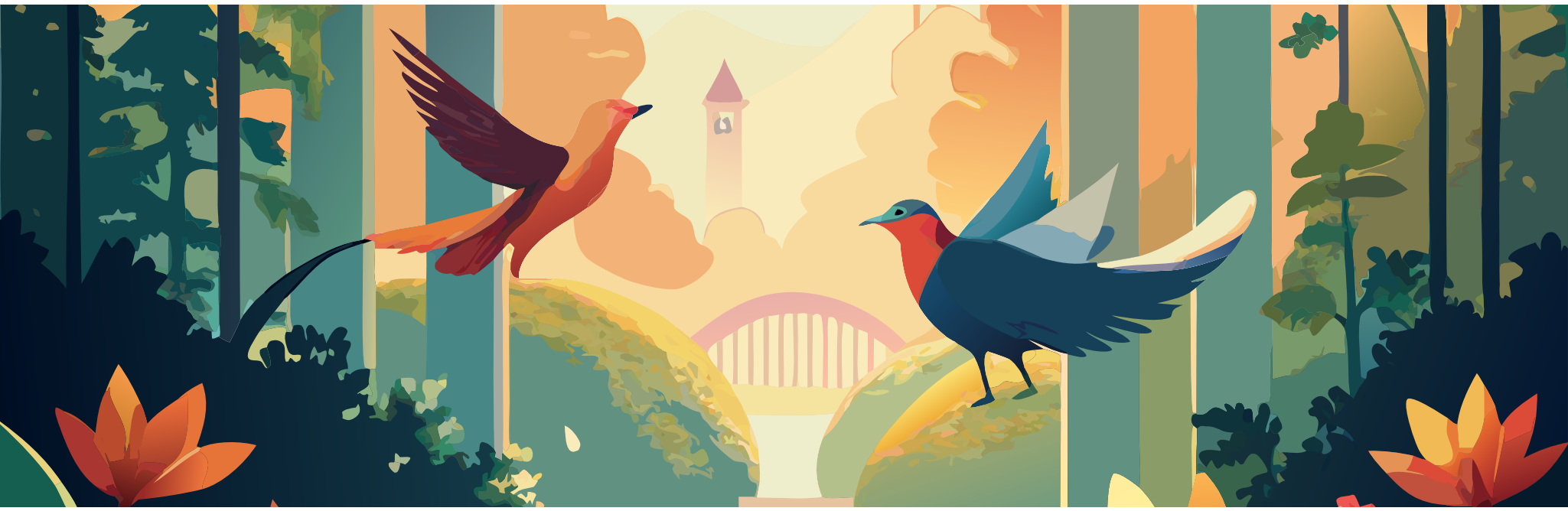
- Pray, asking God to help you stand firm in your native style while opening yourself to all that he still wants to teach you about himself, yourself, or his Kingdom through people with other spiritual styles.

RECOVERY OPTIONS

- Re-read the questions from your Mutual Mentoring session and recall the responses given by your partner/s.
- Reflect on anything in your Mutual Mentoring session that made you feel uncomfortable. Ask God to help you understand why you felt that way and attempt to talk about it in your next session.
- Revisit the Strengths and Dangers table (page 6 of your Personal Profile or page 52 of The 3 Colors of Your Spirituality book) in order to help you regain a balanced perspective.
- Think through how the discoveries you are making about the spiritual style you are growing in will enhance your native spiritual style.
- Spend some time thanking God for your Mutual Mentoring session (whether it was good or bad) and for what he will bring from it.

PREPARING FOR SESSION 1

- Ensure that each person has a copy of this download.
- Visit the web site to subscribe to the free 28 days of discipline process as part of your Mutual Mentoring relationship. In doing so, select the Spiritual style you would like to develop right now.
- Review The 10 Rules of Mutual Mentoring on page 8 of this guide and prepare to tell your partner/s in your first session which rule you are most likely to struggle with.
- Consider getting a copy of The 3 Colors of Your Spirituality book to learn more about your own and other styles, and in particular, reading the “How training works” chapter (pages 167-170).
- Each person should take their Spiritual style Test results to each session and use them as a visual prompt during discussions.



SESSION ONE

Have you warmed up before this session?

Introductions

- What is the most interesting or surprising thing to have emerged from the spiritual style discovery process so far for you?
- What are the places or contexts that have shaped your spirituality the most (e.g. a church, a room, a favorite destination, etc.)?
- Who are the people that have shaped your spirituality the most? How so?

Rules of engagement

- Tell your partner/s where you are up to on the maturity scale in regard to their spiritual style/s and why.
- Tell your partner/s which of the 10 Rules of Mutual Mentoring you are likely to struggle with or be in danger of breaking on occasion?

Learning from your mentoring partner/s

- What are a couple of stories from the life of Jesus that most speak to you personally? Why?
- What is it like for you to connect with God through your native spiritual style (e.g. what are the activities, what does it feel like, etc.)?

Homework

- Have you already subscribed to 28 days of discipline on the web site? If not, try to do so before the next session.
- Prior to Session 2, re-read page 6 in your Spiritual Style Personal Profile (or pages 49-53 in The 3 Colors of Your Spirituality book) and consider the “Learning from your mentoring partner/s” Section coming up in Session 2.

Prayer

Tell your partner/s what you would like prayer for on your spiritual growth journey and ask them if they would feel comfortable praying for that (and anything else you might like prayer for).

Decide now when you personally will take time out for recovery from this training session and be sure to do it.

SESSION TWO

Have you warmed up before this session?

Greetings

- At what point(s) were you most aware of God this past week?
- When did you feel most alive this week?
- Which spiritual styles do you think those experiences most reflect?

28 Days of Discipline

- What has your experience been of the 28 Days of Discipline so far?
- Have you made the exercises a priority within your day?

Learning from your mentoring partner/s

- Can you think of an occasion or context where it seemed that your native style was insufficient for feeling close to God or for dealing with a real-life situation? What was it like?
- Do you see how the dangers of your own style could be overcome by the strengths of your opposite styles? What would that look like in your everyday life? Please give examples.

- In your own life, have you seen any ways in which a one-sided focus on your native style has actually placed a barrier between yourself and God or His work in your life? Describe them.

Feel free to ask whatever followup questions you believe may help your partner/s express themselves more fully.

Homework

- Prior to Session Three, re-read page 6 in your Spiritual Style Personal Profile (or the chapter in The 3 Colors of Your Spirituality that describes the style in which you want to grow),.
- Look at the table on the following page as a reminder of your own Sensory Style and the opposing styles to yours.
- Read "To Those Approaching the Styles from the Opposite side" on the next pages focussing on your Opposing Style and consider the questions posed for discussion in "Learning from your mentoring partner/s" Section coming up in Session Three.

Prayer

Invite your partner/s to pray that God will help you be more aware of when the dangers of your spiritual style are affecting you and others.

Decide now when you personally will take time out for recovery from this training session and be sure to do it.

Name of style	Strengths	Perils	Neglect	Opposite Styles
sensory	• appreciating beauty • enjoying God's creation	• preoccupation with aesthetics • dependency on external things	• service • inner values	• **sharing** • **ascetic**
rational	• striving for explanations • utilizing science	• intellectual pride • rationalism	• sacrificial living • transrational dimension	• **ascetic** • **enthusiasm**
doctrinal	• emphasizing sound doctrine • relating to dogmatic systems	• faith confused with doctrine • dry abstractness	• personal experiences • nurturing the inner life	• **enthusiasm** • **mystical**
Scripture-driven	• faithfulness to the Bible • proclaiming God's Word	• reducing God's Word to Scripture • exaggerated view of the verbal	• listening to your inner voice • physical expressions	• **mystical** • **sacramental**
sharing	• focusing on outsiders • evangelising people	• overlooking the needs of insiders • redoing faith to "soul winning"	• church traditions • God's creation	• **sacramental** • **sensory**
ascetic	• freedom from worldly things • sacrificial living	• negative view of the world • irrational suffering	• enjoying God's creation • common sense	• **sensory** • **rational**
enthusiastic	• openness to the supernatural • striving to see God's power	• negative view of the natural • accepting unbiblical practices	• scientific reasoning • sound doctrine	• **rational** • **doctrinal**
mystical	• cultivating the mysterious • focus on the inner person	• exaggerated view of the mysterious • confusing feelings with God.	• logic and systems • Biblical standards	• **doctrinal** • **Scripture-driven**
sacramental	• expressing faith physically • appreciating traditions and rites	• magic view of sacraments • insensitivity towards outsiders	• the verbal dimension • the needs of the unchurched	• **Scripture-driven** • **sharing**

TO THOSE APPROACHING THE STYLES FROM THE OPPOSITE SIDE

Using the above table reference your Opposing Styles and consider the questions raised.

Note down anything for discussion for the following week.

SENSORY

- What concerns or reservations do you have about the sensory style?
- Have you considered that your critique of the sensory style might reveal certain blind spots or shadow areas in your own spirituality?
- How does your understanding of the body and physical enjoyment align with the biblical affirmation of creation as “good”?
- Is your spirituality shaped by a primarily negative view of the body or the world?
- How might greater openness to the sensory style make you more effective, joyful, contagious, and mature in your own spiritual style?

RATIONAL

- Do you struggle to see the rational style as a valid expression of faith? Why or why not? (head faith/faith at all?)
- Have you ever dismissed intellectual engagement with faith as less important than heartfelt belief or committed action?
- Do you associate rational faith with criticism, doubt, or a lack of spiritual experience?
- Could it be that your discomfort with the rational style reveals an area where your own faith could grow?
- Jesus commanded us to love God with all our mind—what might that look like in your spiritual journey?

DOCTRINAL

- Do you see dealing with the doctrinal style as a “setback” in your spiritual journey? Why?
- Have you ever viewed doctrine as something lifeless or restrictive rather than as a safeguard for faith?
- Do you find yourself prioritising personal spiritual experiences over biblical teachings or church doctrine?
- How do you ensure that your spiritual experiences align with Scripture and Christian teaching?
- Have you ever struggled with distinguishing between your own feelings and God’s voice?
- Could you approach doctrine with the same openness and expectation as you do supernatural encounters with God?

SCRIPTURE-DRIVEN

- How does the Word of God currently shape your spiritual life?
- Would you say that your engagement with Scripture is more subjective and experiential than analytical? How does this influence your faith?
- Have you ever felt that your inward spiritual experiences (e.g. unity with God, Christ in you) overshadow the role of Scripture in your daily decisions?
- Do you see a potential risk in your style where the authority of Scripture becomes secondary to personal experiences? Why or why not?
- What would it look like for you to integrate Scripture into your personal daily life in a deeper way?

SHARING

- Do you sometimes feel that other spiritual styles (e.g. sharing or rational) don't resonate with your experience of faith?
- Do you assume that the way you experience God (e.g. through artistic expression or sacraments) should be universally appealing?
- Do you find it easy or difficult to question your own spiritual approach in order to make space for others?
- How might the sharing style's focus on removing barriers to faith challenge your current perspective?
- How often do you reflect on how you can make your own faith journey more open to those with different spiritual styles in your daily life?"

ASCETIC

- How can you cultivate a greater sense of self-discipline without rejecting the sensory or rational elements of your spirituality?
- How might the ascetic practice of simplifying your life help you to better appreciate the things you already enjoy in God's creation?
- How can you balance the strengths of your sensory or rational spirituality with the call to live out your faith not just with your mind but through your will and heart?
- What might you need to give up or detach from in order to grow spiritually, while still remaining faithful to your natural spiritual style?
- How can you integrate both the joy and the discipline of faith, so that you experience God's creation more fully and intentionally?

ENTHUSIASTIC

- How can you approach the enthusiastic style with an open mind, even if past encounters have been difficult or unpleasant?
- How can you balance your strong biblical foundation with an openness to learning from the emotional and subjective aspects of the enthusiastic style?
- What could you learn from the enthusiastic style that would help you enrich your spirituality without compromising your doctrinal or rational foundations?
- What strengths from the enthusiastic style could help you deepen your own spiritual life, even if they feel unfamiliar or uncomfortable?
- What personal spiritual experiences have you neglected that could be enhanced by considering the emotional aspects of the enthusiastic style?

MYSTICAL

- How can you balance your commitment to truth with an openness to exploring the more subjective, experiential aspects of faith found in the mystical style?
- In what ways can you embrace the mystical style to help enrich and deepen your understanding of God's voice within you?
- What personal experiences have you had where your clear doctrinal stance may have unintentionally prevented you from fully experiencing God's presence in a more subjective or mystical way?
- Are there specific practices from the mystical style that might help you engage more deeply with the inner dimensions of your faith without compromising the clarity of your doctrinal foundation?
- What steps can you take to ensure that the emphasis on objective standards in your spirituality does not cause you to neglect your inner spiritual life?

SACRAMENTAL

- What aspects of your spirituality might benefit from being open to expressions of faith that involve physical rituals, symbols, and traditions?
- In what ways can you reframe your understanding of symbols and rituals to see them as expressions of spiritual truth, rather than as mere superstition?
- How can your Scripture-driven or sharing style benefit from engaging with the sacramental style without feeling threatened by its material focus?
- How can you challenge your perspective on rituals and traditions, recognizing that they can serve as life-altering encounters with God?
- How can you integrate the strengths of the sacramental style into your own spiritual life, particularly in how you engage with the physical world around you in a way that highlights God's presence?

SESSION THREE

Have you warmed up before this session?

Greetings

- At what point(s) were you most aware of God this past week?
- Which spiritual styles do you think those experiences most reflect?

28 Days of Discipline

- What has your experience been of the 28 Days of Discipline so far?
- Have you made the exercises a priority within your day?

Learning from your mentoring partner/s

- Having re-read this week about the spiritual style in which you would like to grow, what aspects about it are appealing to you and why?
- Which aspects of the spiritual style that you want to grow in are foreign to your spiritual experience or even disturbing? How so?
- Have you ever had a bad experience with that spiritual style? What happened? What feelings did you have then and what feelings do you have now about the experience?

- After thinking on the questions of your opposing style in “To those approaching the styles from the opposite side”?, in what ways do the ideas expressed there affirm or challenge you?

You are welcome to schedule an additional week if the discussion requires more time.

Homework

Prior to Session 4, read through the “What next?” options on the following page and be ready to share your chosen next steps at your next session. If you will not be continuing with your current partner/s, think of a meaningful way to bring this time to an end.

Prayer

Invite your partner/s to pray for you that God will reveal the unique value of the spiritual style in which you would like to grow, and heal you of any pain or confusion that has come from those who‘ve not represented it well..

Decide now when you personally will take time out for recovery from this training session and be sure to do it.

WHAT NEXT?

You've reached the end of a series of Mutual Mentoring sessions. What's next? As with any form of training, consistency is key. The following are some options to consider for the immediate future, helping you continue your journey of growth.

Perhaps a little less stretching next time or a little more stretching

If your first encounter with Mutual Mentoring felt a bit overwhelming, don't be discouraged! It might be helpful to take a step back and engage with someone whose spiritual style is closer to your own, or explore a different approach that feels more accessible. On the other hand, if you feel that you're ready for more, consider challenging yourself by going deeper next time or even engaging with two different styles simultaneously (see Choosing a Mutual Mentoring Partner for more information)

Either way, there's always room for growth, and the insights you've gained so far will become even clearer as you continue connecting with others who bring diverse perspectives.

Let's do it again

If your time together has been fruitful but you feel like you're just getting started, consider continuing with another round of sessions. Now that your relationship has grown, take the opportunity to ask more follow-up questions, come up with your own, and encourage each other to be even more open and honest in your conversations.

Another perspective

Sometimes, Mutual Mentoring sessions can leave you feeling that you need to explore the opposing styles further but from a different perspective. If that's the case, consider thanking your current partner/s for their time and inviting someone else to mentor you in that style. Alternatively, you could invite another person with the same style as your current mentor to join the process, allowing for a richer and more nuanced experience as you all work through the process again.

Taking the lead

If you have tasted what it is like to embrace a little more of the 3 colors of your spirituality and would like to see others grow in passionate spirituality, perhaps you need to take the lead. Consider guiding a small (or large) group of people discover their spiritual styles. You don't need to be a teacher or recognised leader—just someone willing to walk others through the same process you've experienced. Step-by-step instructions are available on the website. While there is a cost per person for taking the test, discounts begin with just two people. Once each person has completed their test, you can also produce a free group profile to further discover how you can help each other. Following that, you can help guide them into their own Mutual Mentoring experience with yourself or with others.

SESSION FOUR

Have you warmed up before this session?

Greetings

- When did you feel most alive this week?
- Which spiritual styles do you think those experiences most reflect?

28 Days of Discipline

Which exercise has been most difficult for you to do or to prioritize? Why??

Learning from your mentoring partner/s

- Do you detect anything different in your life or experience of God as a result of our Mutual Mentoring sessions or the 28 days of discipline? Where are you now up to on the maturity scale?
- If I had all of the answers and a wealth of experience in the spiritual style you would like to grow in, what one question would you want me to answer or what one thing would you like me to demonstrate?
- For the sake of your ongoing growth, what do you think Jesus would say to you about the spiritual style in which you would like to grow?

If your Mutual Mentoring relationship has made a significant difference in your life or perspective, why not celebrate it with your partner/s in some way?

What next?

- Will you continue with the same spiritual style on the 28 days of discipline or change to a different one in the coming week?
- Which option on the “What next?” page have you chosen? If none of those listed, what will you be doing to be proactive in furthering your personal spiritual growth?
- What has been the highlight of your spiritual style journey so far? Who could be encouraged by hearing about your experiences?

Prayer

Invite your partner/s to pray that you will experience the joy of God drawing nearer to you in whatever way he chooses but also keep stretching you on your spiritual journey for his glory and honor.

Decide now when you personally will take time out for recovery from this training session and be sure to do it.