



Empowerment **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 journey. 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.

FOUR EMPOWERING SESSIONS BASED ON THE EMPOWERMENT TEST

The Mutual Mentoring process is guided by questions for your Empowerment Partner. There are more questions than you need, so select them either in advance or spontaneously. It's best to focus on a few questions with ample reflection time rather than rushing through too many.

The purpose of these questions is to stimulate thinking rather than simply gather information. Allowing moments of silence after a question enhances the process. Maintain eye contact whenever possible, as this makes a two-minute pause feel natural and productive. In settings without eye contact, such as phone conversations, be mindful of the tendency to fill silences with words.

You can either focus entirely on one partner's results before switching to the other or take turns answering each question one by one.

The Four-Session outline serves as a guide for your Empowerment Mutual Mentoring sessions:

- **Session One:** Focus on strengths
- **Session Two:** Focus on weaknesses
- **Session Three:** Continue discussing any remaining questions of interest
- **Session Four:** Relate current ministry topics to the test results

If needed, Session Three can be extended into another week to explore additional questions.

Try to limit each session to 50 minutes, as this is an ideal time frame — it balances focus and engagement while preventing fatigue and it allows enough time for meaningful discussion and reflection without overwhelming participants. Avoid sessions longer than an hour — two 45-minute sessions are more effective than one 90-minute session.

It is a prerequisite for the process that both partners have studied their own Empowerment Profiles and the Profiles of the other person. It is not a prerequisite that they have read the book (even if this can enrich the process).

Invite other people to the Empowerment Process

You both will need:

- a copy of your own empowerment test results
- share your own copy with your partner (online, via PDF, email, or on paper)
- a copy of this Empowerment Mutual Mentoring pdf
- A set time each week for four weeks to go through the mentoring questions

Prior to Session One

- Familiarise yourself with both your own and your partner's Empowerment test results
- If selecting questions in advance, review the Session One questions and highlight any you'd like to discuss..



SESSION ONE: FOCUSSED ON STRENGTHS

Questions

- What do you expect, or hope for, as an outcome of the four sessions that we start today?
- When you received the results of your Empowerment Test, what did your eyes first look for? What does this initial reaction reveal about yourself?
- Was there anything you hoped to see? Did you see it?
- What did you fear most? What was your greatest surprise?
- What result do you hope for in your next survey? Why do you believe it will be different?
- Tell me about your respondents: Why did you select those people? In which contexts did they have a chance to experience you? With which group of respondents would you expect different results? Why?
- Did you share your profile with other people yet (for instance, with your respondents)? Why or why not?
- Look at your most developed wing trait (and in particular, the longer wing in that area). How has that strength shown itself in your life or ministry so far? Give two or three examples.
- Do the actions associated with your maximum wing trait come easy to you, or do they require considerable energy?

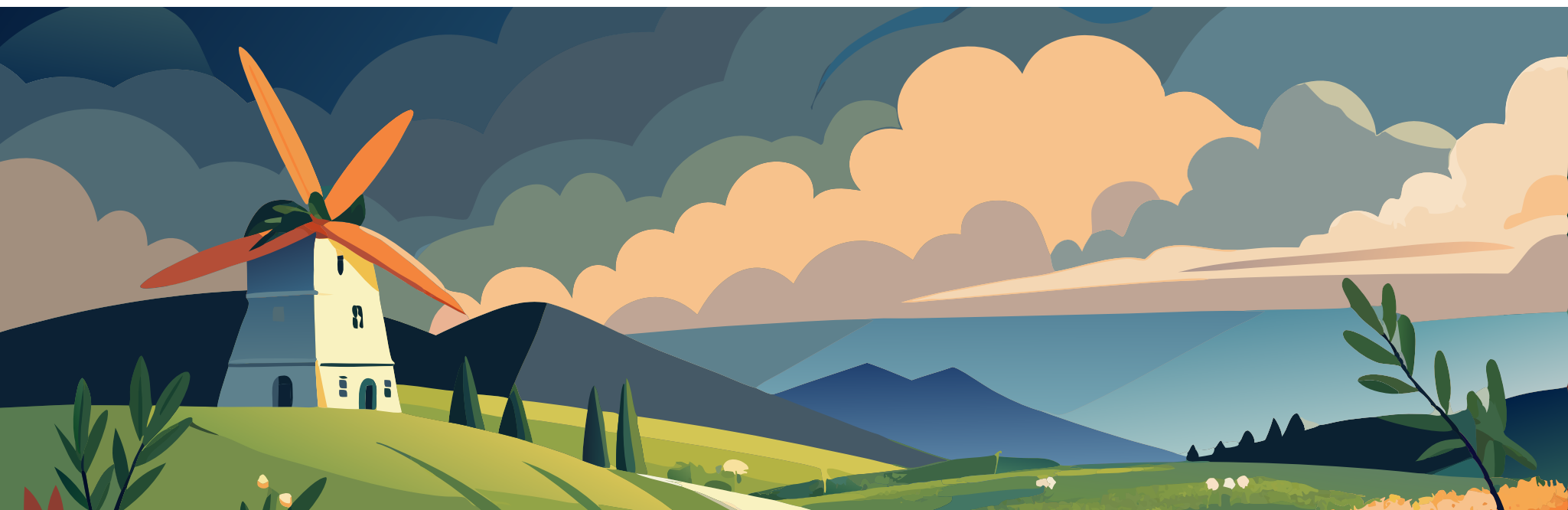
- What do you see as your greatest achievements so far (both personally and in ministry)? How far has your maximum factor contributed to those achievements?
- How could you increase your effectiveness by an even better balance between the two wings in your strongest area?
- When you look at the items in the list of the 8 Highest Responses (page 11 of Detailed Profile), which of these statements are you most proud of or happy about? Why?
- Which of the prompt questions mentioned on page 11 of the Detailed Profile do you find most helpful? What are your thoughts on them?
- How could you live out some of the strengths revealed by the 8 Highest Responses better than you do now? How could (many) more people benefit from those strengths?
- What hinders you from seeing that happen? What do you have to change to make it happen? How exactly? When?

Homework

- Review the Session Two questions and highlight any you'd like to discuss

Prayer

Share with your partner/s what you would like prayer for on your empowerment journey, and ask if they would be comfortable praying for that, as well as any other areas you'd like support in.



SESSION TWO: FOCUS ON MINIMUM AREAS

Questions

- Do you agree with the results of the profile (i.e. that the lowest wing trait identified is actually your present minimum factor)? Why or why not? Give examples that illustrate how a weakness in that area has displayed itself in your life.
- Can you imagine that your present minimum factor may become your maximum factor within the next six months? What would be circumstances in which that may happen? What would your life look like if the minimum factor became your maximum factor? Would you enjoy it? Or rather, fear it? Explain.
- “Let’s assume over night your minimum factor had become your maximum factor, but you don’t know that this miracle has actually happened.” How would you first notice it? At what time? In which context?
- After exploring the miracle question above, look for signs or patterns from your Empowerment Partner’s past that align with the future they envision. Ask them: When have you acted in a way similar to what you described as the “day after the miracle”? How can you strengthen and build on those behaviors to move closer to that future?
- When investing energy on your minimum factor, do you fear that this may somehow undermine your strengths? Why or why not?
- What do you expect your score in the area of your minimum factor to be in six months from now?

- What have you tried so far in that area? What worked best? What did not work? How can you expand the very things that worked best?
- In the Detailed Analysis, have a look at the lower scores in the area of your least developed wing trait. Do you think that these responses are a fair description of you?
- Look at the 8 Lowest Responses — are there responses by which you feel hurt? Which ones irritate you most?
- Which of the prompt questions mentioned in the Detailed Profile do you find most helpful? What are your thoughts on them?
- What could you immediately do in order to improve in the area of some of the Lowest Responses? Speak as specifically as possible about that topic.
- How can your strengths (not just the number 1 strength!) contribute to increasing your minimum factor? How could my strengths help you increase your minimum factor?
- How can you improve in your minimum area not by taking over new/more/expanded responsibilities, but by filling your present responsibilities differently?
- If a friend asked you about the greatest benefit of our meeting today, what would be your answer?

Homework

- Identify one specific action you can take right away to improve in the area of your minimum factor (preferably related to one of the 8 Lowest Responses). Look for opportunities to put it into practice immediately and share your experiences in our next meeting.
- Review any questions from Session One or Two and highlight those that you'd like to focus on for next week's session.

Prayer

Invite your partner/s to pray with you, asking that God will reveal the unique aspects of the area you are seeking to grow in, especially in relation to your minimum factor. Ask God for wisdom and strength to implement the changes needed and to recognize the signs and opportunities for growth in your life.”



SESSION THREE: CONTINUATION OF STRENGTHS AND WEAKNESSES

This session can be extended into two sessions if needed, allowing more time to further discuss any questions from the previous two sessions or any additional questions that may arise.

Questions

Start by sharing from last week's homework regarding the one practical thing your partner has applied. Did it come easy to you? How could that be improved or expanded in the future?

Homework

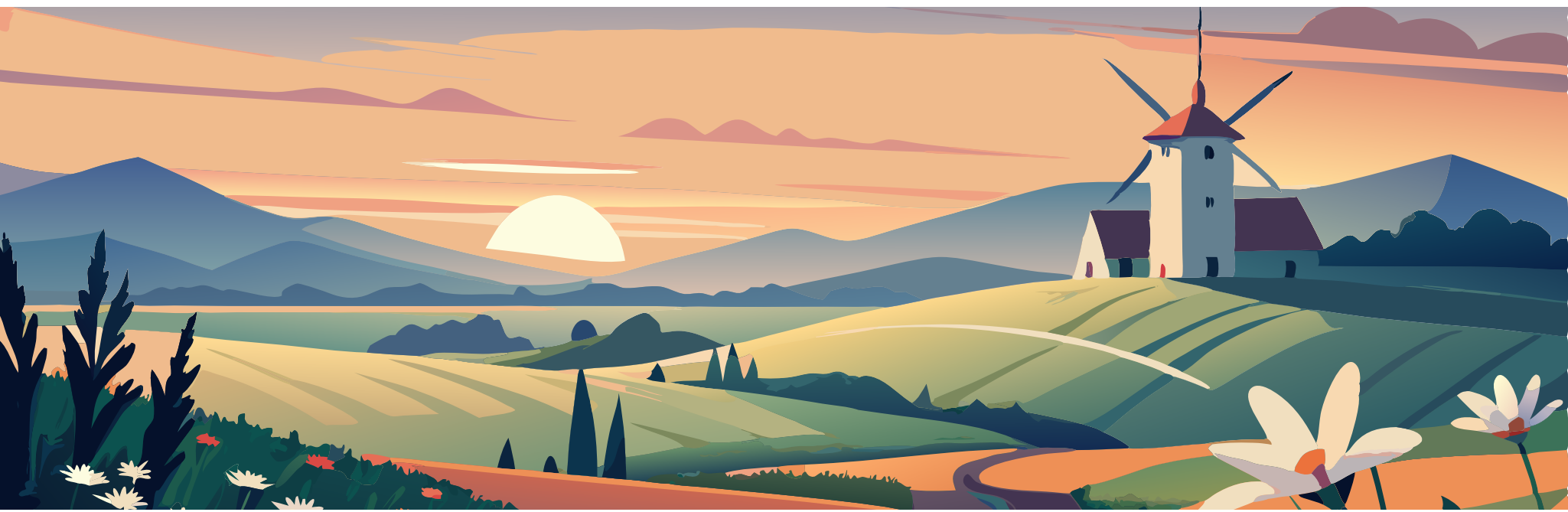
Review the 10 Questions of the Session with the following assignment:

- Re-order the questions according to priorities (i.e. the most important question will get the number 1, the least important one the number 10).

In the next session, the focus will be on the questions with the highest priority

Prayer

Invite your partner/s to pray with you, asking God for the courage to face challenges, the wisdom to apply new insights, and the strength to walk forward in faith.



SESSION FOUR: RELATING CURRENT MINISTRY TOPICS TO THE TEST RESULTS

Questions

1. How does your personal profile relate to the strengths and weaknesses of your ministry?
2. How do you sense that my profile (strengths and weaknesses) relates to strengths and weaknesses of my ministry?
3. If you compare our two profiles, what could be a potential danger in our interaction?
What could be an opportunity?
4. What kind of activities should you eliminate (or at least, reduce) in the future in order to grow or to become more fruitful?
5. Based on our two profiles, in what ways could I be the best-possible source of support to you? How?
6. When will you schedule your follow-up survey? What are your goals for the follow-up survey? Will you ask a different group of people next time? If so, what kind of people?
7. What are your plans for multiplying Empowerment Processes in your area of responsibility?

8. What did you learn about me in our process that you were not aware of before? In which areas do you think I have already changed compared to how you had experienced me in the past?
9. Did our process help you perceive resources within you that you were not aware of before? Which ones?
10. What has already improved in your life since the time we started the Empowerment process?

Homework

- Start a similar Empowerment Mutual Mentoring process with another person (preferably one of the respondents to your Empowerment Test) whom you feel most comfortable with. If they haven't already done so, have them complete the Empowerment Test to begin their journey.
- After a given time (for instance, 6 months), both you and your Empowerment Partner should complete a follow-up test to assess progress. You may want to schedule another mutual debriefing session once the follow-up tests have been completed.

Prayer

Invite your partner/s to pray for God to help you use your influence wisely, empowering others and to serve and uplift those around you. Pray for the humility to recognise the moments when your influence may unintentionally be oppressive, and for the wisdom to correct course. Ask for continued growth in your ability to empower, trusting that as you nurture and equip others, you will help them overcome life's challenges and grow into the people they are meant to be.