



MENTORING MOMENT: A Brain... A Shoulder... A Swift Kick...

John Crosby once defined mentoring as "... a brain to pick, a shoulder to cry on, and a kick in the seat of the pants..." For those of us in mentoring relationships, here are 3 roles that we often experience:

Having ***a brain to pick...*** involves the **EXPERIENCE ROLE** of a mentor. Everybody has their own little pool of wisdom. Mentoring allows us to tap into the pool of wisdom of someone who is more experienced, who knows what we don't know, with skills beyond our own! Mentors can be a much needed source of objectivity, validation, and perspective in the face of life's confusing choices.

Having ***a shoulder to cry on...*** involves the **EMPATHY ROLE** of a mentor. Life is hard. We all need people who care about what's going on in and around our lives. We all need people who show us compassion and grace. Every human heart needs a place of comfort where it finds strength in the midst of life's difficult challenges, losses, and failures. By cultivating an atmosphere of trust and acceptance, mentors create places where people can be real, honest, and vulnerable. Mentoring is about helping others find the path of emotional intelligence, healing, and maturity.

Having ***a kick in the seat of the pants...*** involves the **ENCOURAGEMENT ROLE** of a mentor. Mentoring involves holding someone accountable, raising such issues as truth, standards, and consequences. We all need discipline and motivation to become what we really want to become. Rarely does that happen alone. A mentor provides the coaching and reality-based influence necessary for success.

In 2016, make a commitment to find a mentor because you need a brain to pick, a shoulder to cry on, and a swift kick in the pants! Make a commitment to be a mentor because somebody needs your brain, your shoulder, and your kick!

Dr. Blair Ritchey is Executive Director of ISF, a non-profit foundation dedicated to providing scholarships, mentoring and leadership development for young people who have aged out of orphan or foster care, as they pursue their dream of a college education and a successful life. Mentoring Moment is a weekly message of encouragement and inspiration to those committed to the mentoring process. If you prefer NOT to receive Mentoring Moment, simply reply to this email.



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