



MENTORING MOMENT: The Healing Formula

Dr. Henry Cloud, in his book *Changes That Heal*, suggests that healing requires 3 things:

GRACE + TRUTH + TIME = HEALING

Mentoring, in many ways, is a form of healing and follows a similar formula. For a mentoring relationship to be successful, GRACE must flow in abundance. Grace traffics in the realm of the undeserved, the unearned, the unconditional. Without grace there is no forgiveness, no acceptance, no trust, no recovery – and no healing!

But mentoring is more than grace-giving. Just as truth without grace can be rather cold and mean, so grace without truth lacks the direction and guidance that lies at the heart of mentoring. TRUTH reminds us that there is a True North – that some things are right and wrong – that there are ways to think, say, and act that work and some that don't work. Truth puts us in touch with reality and equips us to succeed.

Mentoring requires massive doses of grace and truth, and let's not underestimate that third component: TIME. It just takes time for change to happen. It takes time to build relationships of trust. It takes time to tear down walls and build bridges. Mentoring is more like a marathon than a sprint.

Mentors offer 3 wonderfully healing gifts to their mentees: grace, truth, and time. I am looking forward to our first quarterly ISF Mentoring Webinar, tomorrow, January, 27, noon (CST). Let me know if you need further information.

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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