

Learning Objective

To use these dynamics to evaluate and shape your mentoring relationships

Attraction Dynamic

At the heart of the attraction dynamic is respect for a person and recognition of something that person that is seen to be desired for oneself.

Relationship Dynamic

The personal interaction between mentor and Mentoree which grows into a bond of trust on the party of both, an attitude of responsiveness on the part of the Mentoree, and a responsible sense of accountability on the part of the Mentor, catalyzes the empowerment.

Responsiveness Dynamic

Submissiveness, not a popular word in our individualistic society, is another way of describing responsiveness. A mentoree is responsive to a mentor when he/she submits to advice, follows directions, learns needed perspective, does what the mentor suggests, etc. Another way of saying this, the mentoree is faithful to the mentor and the mentoring process when he/she responds positively to the empowerment.

Accountability Dynamic

Some empowerment may just happen in a relationship experience. But it is accountability which puts teeth into a deliberate mentoring relationship. The mentor must insure that the mentoree is following through and getting the most out of the relationship, whether it is implicit or explicit assignments.

Empowerment Dynamic

Empowerment in general has already been defined and categorized. Here we are simply reinforcing it as the basic goal of mentoring. Mentoring relationships should always be inspected with an eye toward empowerment that may come from it. A good question to ask of any relationship is, "What do you expect to get out of the relationship?"