

No part of this document may be reproduced
without permission of the Province.

Be a critical friend and hopefully a BROTHER FOR LIFE:

Effective Mentoring is designed to make a new Candidate feel at ease within the Order of which he has become a member.

Role and Responsibilities

To assist him in his endeavours you should be:

- Knowledgeable
- Enthusiastic
- Available
- Relaxed and encouraging in your approach
- Quietly persuasive
- A good listener
- A good communicator
- Understand the circumstance and point of view of your charge
- Open to change and the need for change
- A motivator
- A confidante and trusted friend

You should also promote:

- An awareness of Provincial Grand Lodge
- An understanding and appreciation of the Masonic Charities
- Regular attendance and participation in Lodge affairs

You should also be aware of and react to:

- A general lack of interest
- A reluctance to participate
- A general deterioration in attendance



Mentoring in the Province of Yorkshire, West Riding

Guidance for

THE PERSONAL MENTOR

Thank you for agreeing to become a Personal Mentor. This booklet will help to explain what is meant by Mentoring and its relevance to Freemasonry in general and the Province of Yorkshire, West Riding in particular. It defines the role, responsibilities and the qualities required to be a successful Personal Mentor.

- Membership statistics demonstrate that whilst recruitment is reasonably healthy the levels of resignations are such as to give rise for concern, particularly within the first five years of membership.
- It is hoped that your participation as a Personal Mentor will assist the Province in stemming this loss and at the same time you will find it a most rewarding and enjoyable role.
- It cannot be overstated that if Mentoring is to be effective your role as a Personal Mentor is “KEY” within the whole process. The success or failure of the scheme will to a large extent depend on the relationship that develops between you as the Personal Mentor and your Charge, the Mentee.

As a Personal Mentor you will be expected to readily give of your time and skills and to possess the necessary temperament for the important role you now hold as a Mentor.

Your role will be principally to:

- **Listen:** A Personal Mentor pays attention to his charge, and listens not only to requests for information but also to comments and observations as to how they are “fitting in” as a new member

- **Know or find the answer:** A Personal Mentor answers questions to the best of his ability and knowledge and if he does not know the answer should acknowledge it and then both the Mentor and Mentee can find the answer together.
- **Discuss:** Points and questions should be discussed openly whilst accepting different points of view. If there is a particular tradition within the Lodge then this could also be a point for discussion. Roles and responsibilities and some of the history of Masonry may also come under this category. The man who asks ‘**Why?**’ is the Brother who learns.
- **Guide:** Advice given at the appropriate moment and in an appropriate manner is one of the most important aspects of Mentoring. Help and assistance with such things as responding to toasts, guidance as to proper signs, ways of addressing people, where to go and what to look for all come under the umbrella of guidance.
- **Encourage development:** The individual Mason who develops and understands Freemasonry is the most valuable asset not only to his Lodge but to Freemasonry in general. Support and encourage the development and use of ‘Solomon’ and encourage involvement in the “Onboarding” modules for EAs, FCs and MMs.
- **Encourage independence:** By taking their Candidate on visits to other Lodges, by going out of the Lodge room with them (when the ceremony is in a higher degree) and by introducing them to other Masons the Personal Mentor helps him to an independence of visiting and socializing with like-minded people in order that he enjoys Freemasonry to the full.
- **Keep in touch:** There comes a time when the Candidate having become more confident and having found his own friends within the movement may move slightly away from his Proposer/ Secunder /Mentor. This is when a quiet aside, a telephone call, a simple enquiry as to HIS well-being is vital. A check that everything is going well and that there are no problems. This is particularly important if there are unexplained or repeated absences from Lodge or Chapter.