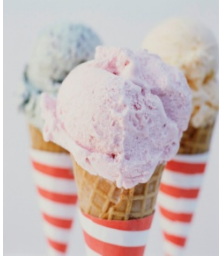


I.C.E.C.R.E.A.M.

By Billy R. Williams, PhD.

M – Mentors

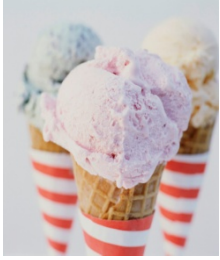




I.C.E.C.R.E.A.M.

Mentees, what should a Mentor do for you?

- **Pass on wisdom**
- **The best mentors are ones that have already accomplished what you are trying to accomplish. This allows them to have a helicopter view of where you are trying to go**
- **Help show you easier more efficient ways to do things**
- **Help you to identify your strengths and weaknesses**
- **Help you to identify resources**
- **Help you mature personally and in your business**
- **Introduce you to people, resources, tools, and situations that will help you reach your stated goals**
- **It IS NOT your Mentor's job to drag you to success. Your success has more to do with your passion, discipline, and work ethic, than anything else.**



I.C.E.C.R.E.A.M.

Mentors

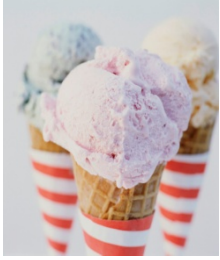
The best way to learn something is to teach it!

Every successful person has been mentored by someone!

Every mentee should strive to become a mentor to someone else!

If you are not achieving the level of success in your business and life that you know you should be achieving, a major factor in that could be:

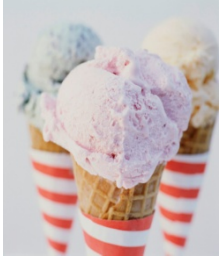
- 1. Your lack of Mentors – identify one or two potential Mentors**
- 2. Your lack of Mentoring others – think about the people that have reached out to you.**
- 3. Are you building your success on top of the walls you have helped others to knock down?**



I.C.E.C.R.E.A.M.

Mentors

- **The people that can help you the most usually have the least amount of time to do it. Don't waste their time – Be prepared to be Mentored!**
- **The mentee should be the one to establish exactly what is needed from the Mentor. It is not the Mentor's job to be a mind-reader.**
- **Generally it is the mentee that will maintain the contact relationship. The mentee needs what the mentor already has, so a mentor will expect the mentee to schedule specific mentoring times, contact the mentor on a regular basis, and put the mentoring time and conversations as a priority over most other appointments and communications. It is easier for a mentee to tell a mentor what they need than it is for a mentor to try and figure it out.**
- **Remember the difference between a “good relationship” and a “successful relationship”. Make sure a clear definition of a successful relationship is discussed and understood by each party involved.**



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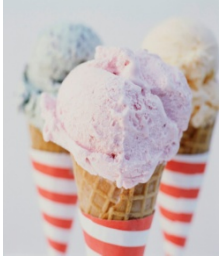
Mentors

Mentors fall into 3 main types when it comes to an emotional attachment to their mentee

- 1. Father/Mother – The mentor becomes very protective of the mentee and will try to limit their exposure to harm, failure, or discomfort. This relationship works well if the mentee has an emotional desire to have a father/mother figure in their life. The mentee becomes a very important part of the mentor’s everyday life.**
- 1. Significant Other – The mentor wants to be the most important influencer in the mentee’s life. Usually there is some form of mental and physical attraction between the mentor/mentee that while not openly acknowledged is known by both parties. This relationship type works well if the mentee does not have a current significant other, or they are willing to move their mentor into a place of influence/importance that is greater than a current significant other. The mentor becomes the centerpiece of the mentees life**
- 2. Teacher – A mentor will share wisdom and experience with the mentee based on the mentors experience and try to help the mentee better understand what and where they are in life. The mentee schedules time to talk and meet with the mentor, but the mentor usually fits the mentee into their schedule after other more pressing issues have been scheduled and attended to.**

All 3 emotional types have benefits and pitfalls. The mentee should be the one to determine which type of emotional attachment is best for them. The mentor should be the one to decide if they can comfortably maintain the type of emotional attachment the mentee requires.

The mentor and the mentee should decide early in the relationship how much time and commitment each person wants and is willing to give. Honest and open communication is the cornerstone to a successful mentor/mentee relationship.



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Mentors

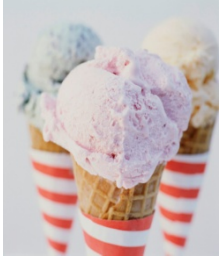
Mentors, if a mentee willingly accepts the rewards and benefits of your kindness, actions, words, or deeds, always put as much distance as possible between you and that mentee when they say this statement to you:

“I never asked you to do that for me!”

What they are really saying to you is:

- 1. I am very selfish and self-centered in this relationship**
- 2. I am not committed to the mentor/protégé relationship the way you are**
- 3. I will allow you to work your butt off as long as I get the benefits**
- 4. I have no problem slapping you in the face or stabbing you in the back if it is my best interest**

The word willingly is very important in this statement. If you do something for a mentee out of kindness and they are not aware they are receiving a benefit, you can't get upset if they make the statement when presented with a situation.



I.C.E.C.R.E.A.M.

Mentees

Mentees, your mentor should never try to take advantage of you mentally, physically, or emotionally. Everything that happens in your relationship should be agreed on by both parties.

Stop the relationship if after an extended period of time you are giving more emotionally to the relationship than your mentor.

Always try to be an energy maker for your mentor. Be considerate and aware of their time, resources, and emotions.

Your mentor will expect you to make their mentorship and time a priority over many things and people in your life. If a mentor starts to feel as though you are not respecting your mentorship time, the relationship will fade away and die.

With open and honest communication and clear established expectations, the mentor/mentee relationship will be one of the most positive relationships in your lifetime.