

1. Lesson 1 - Fill in the Blank Answers -

**Character is Preeminent**

- A. Mentorship is important because it fulfills a concept of education
- B. It's also because it prepares us in a good way for our life calling and an economic contribution to this world market that we engage in while we work.
- C. *Debt* has increased as a percentage of the household income, seven times over the last years.
- D. The problem is that we're also experiencing a birth implosion.
- E. We lack *fatherhood*. We lack *mentorship*.
- F. *42% of kids are born without fathers, up from 6% in 1960.*
- G. *Young men are not growing up, 70% of young men are not grown up by age 30, up from 30% in 1960.*
- H. *They're playing games while Rome burns.*
- I. *Character is preeminent in the education of a child.*
- J. *There is a book written on the theory of education, on giving wisdom, knowledge, and understanding to a young man or young woman. This book happens to be the boom of proverbs.*
- K. *The Bible presents a form of education that is rooted in the idea of character.*
- L. *Unless you have the kind of attitude to jump into it, engage it, and wrestle it to the ground you haven't learned the lesson you needed to learn in the math study.*
- M. *Schools are meant to educate on facts and figures, not in the area of character.*

*Key to Success #26*

*I did very well in college.*

*Key to Success #1*

*Tell the truth.*

*Key to Success #2*

*Diligence*

*Key to Success #3*

*Self Discipline*

*Key to Success #4*

*Getting Along With Others*

## Chapter 2. Relationships and Life integration

- A. *The Bible Focuses on faith and character as preeminent in the education of a child.*

Need:

- A. *The book of Proverbs*
- B. *We are going to need relationships with people who are willing to supply training and education in character.*
  
- A. *If children, students, and mentees are pushing back constantly, not willing to be part of the program, not willing to be corrected, then there playing the part of the scoffer.*
- B. *One of the best pictures of education, discipline, and mentorship is the Lord Jesus Christ himself*
- C. *You have to establish long term relationship.*
- D. *Jesus is our great picture of an ideal mentor.*
- E. *Because the real focus of mentorship is the character development of the apprentice in that relationships*
- F. *Pride is the number one sin issue in young men*
- G. *A healthy and a good economy is a function of the character of the nation.*
- H. *When you learn to honor, respect, and listen to those mentors,*
- I. *Contribute yourself to the relationship.*
- J. *Look for the long term relationship.*
- K. *97% of education is a total waste of time unless there is a mentor or a teacher who understands that education is not stuffing facts in somebody's brain, but if is doing something with the facts that constitutes the education process.*
- L. *Most billionaires never graduated from college.*
- M. *One of the problems is that we don't even ask why we're doing what we're doing.*
- N. *Mentorship is absolutely essential for anybody.*
- O. *Start riding the bike. It doesn't matter how many accidents you have. Just get on the bike.*
- P. *You must life integrate the education.*
- Q. *Mentorship is also a great opportunity for a determination of calling.*
- R. *But how would you know your calling unless you actually enter into the pool?*

### **Lesson 3: A Vision For Your Life Answers:**

- A. *There are twice as many 23 year old women with college degrees as 23 year old men.*
- B. *Christians, should be concerned of all people.*
- C. *Young men, in particular, seem to have a serious need for mentorship, and certainly also a need for a focus in life and a vision for life.*
- D. *You get vision, ultimately, from the Word of God.*

- E. *The important thing, first and foremost is to establish your purpose.*
- F. *If there is an ultimate reality, which is God, then we have a purpose.*
- G. *It's not just an issue of what do you want to be when you grow up?*
- H. *Before you start asking, "Does God want me to be a mechanical engineer, or a civil engineer?" You've got to ask the question, "Who am I seeking?"*
  - I. *Seek His Kingdom first, seek what He wants first, and God will give you all of these things.*
  - J. *The reason why the 47 year old man is going through mid-life crisis is not because he didn't find his calling, it's because he didn't acknowledge God in all his ways and so God didn't direct his paths.*
  - K. *Let's begin with this idea of the kingdom of God as central, as important, as basic.*
  - L. *The Kingdom of God is anywhere that God's principles are being worked out into all of life.*
  - M. *The Kingdom of God is way bigger than you think it is.*
  - N. *The Kingdom of God affects every area of life.*
  - O. *That is not the kingdom of God. That's seeking Joe and his fame and not seeking Christ and His righteousness.*
  - P. *Your heart commitment at the beginning, needs to be the kingdom of God, and His righteousness, because there's a lot of the kingdom of darkness out there.*

#### **Lesson 4: Boys vs. Girls**

- A. *As you seek your calling in life, you should begin with the overarching vision that was laid out in the last presentation: the kingdom of God and His righteousness.*
- B. *Acknowledge what God wants first and then God will direct your paths.*
- C. *God wants something different from girls and boys: the Bible is not egalitarian.*
- D. *God has created women normatively to be a helpmeet for their husbands.*
- E. *oikosdespoteo: keeper of the home or home manager. (from oiko: home or family, despoteo: leader or despot.)*
- F. *What ladies should be focusing on is how they can become home managers and helpmeets for their husbands.*
- G. *Notice that the home manager is not the all and end all of what it means for a woman to be a helpmeet for her husband.*

#### **Trap #1**

- A. *The first trap is to think of yourself one who is just preparing herself to be a home manager for her husband.*
- B. *In this sense, it's very important to for a young woman to be prepared in some form of academics for a specific economic endeavor.*

**Trap #2:**

- A. *What we have is an ax head for an ax handle.*
  - B. *We have to come to an understanding of calling from the perspective of a household economy.*
  - C. *Young women should prepare themselves for a household economy.*
- 
- a. *This is God's way of doing economics..*
  - b. *As a young woman, you are to prepare to be part of a household economy.*
  - c. *The biblical economies were always family economies.*
  - d. *What does God want? God wants you to prepare to be a helper appropriate for your husband and a home manager.*

**Boys:**

**1. Dominion:**

- A. *God has in mind that you be equipped for dominion work and ready to take dominion.*
- B. *Dominion is to rule over God's resources effectively as a vice president or a governor.*
- C. *If you're going to rule over nature, you need to do it by God's rules.*

**2. Provider:**

- A. *As a young man, you are responsible for the material well being of your home.*
- B. *70% of young men are not grown up by 30 years of age, now up from 30% in 1970.*
- C. *You need to be working and learning how to work and schedule your day and be responsible early on in the morning, how to schedule your day, and how to be responsible early on in life.*
- D. *Learn the habits of work, what it is to get up every day and apply yourself for 8-12 hours.*

**3. Spiritual Leader**

- A. *What God wants from young men is spiritual leadership. He wants every young man to be at some level of spiritual leadership.*
- B. *Ask God what He wants, seek to prepare yourself in these areas of what God desires for your life, and He will direct your paths.*
- C. *As you are seeking all these things that God wants, He will direct your paths. He will add all these things to you.*

#### **4: Defender**

- A. *God wants you to be a defender of the home.*
- B. *You ought to know something about physical defense for your households.*

#### **5: Shepherd**

- A. *God also wants you to be a shepherd in your home.*
- B. *You need to seek what God wants first, he wants you to be a shepherd in your home.*
- C. *This passage speaks of being a spiritual leader and a resident theologian in your home, somebody who can answer questions regarding God's Word.*

#### **Your Specific Calling:**

- A. *There is a division between the entrepreneurial approach, and the college corporate approach to your career or to your work.*
- B. *It's hard to develop a family economy when you're working a corporate environment.*
- C. *Either way, you should desire to use mentorship, no matter what you're preparing yourself to do.*
- D. *Do what God wants specifically.*
- E. *Pray and seek counsel from others. Begin get involved in economic endeavors.*
- F. *Just get out there in the field, get your feet wet, and find out what it's like.*
- G. *Then use those gifts for his glory and for the sake of His kingdom.*

#### **Lesson 5: Getting Started**

- A. *All you have to do is to be able to see what those steps are.*
- B. *Our job is to take the steps.*
- C. *You just have to do something.*
- D. *If the mind gets overwhelmed, the brain shuts down.*

#### **Four Keys to Getting Started**

##### ***Simplification***

- A. *You need to gain experiences that build on each other, and experiences build over a lifetime.*
- B. *It's your experiences that matter.*

*C. Our first goal should be to get experience. Get experience in what? It doesn't matter.*

*D. Our first goal ought to be to surround yourself with wise people, who can help you gain experience, which will lead to more wise choices in your life.*

*E. Find something. Do something. It doesn't matter what you do: What matters is what you're learning and the kind of qualities you possess.*

**Identification:**

*A. Find a person who has the ability to train you, not teach you.*

*B. Teaching revolves around the idea of head knowledge.*

*C. Training implies repetition, a repetitive motion.*

**Specification**

*A. We need goals that add purpose to our life.*

*B. Each young person needs to possess marketable maturity.*

*C. When people are drawn to us opportunities are presented.*

*D. But remember, goals without desire are just dreams.*

*E. Specification is the key.*

*F. In everything you do, start with the end in mind, and work your way back.*

*G. If your end goal is wisdom, then all the steps you take must lead to that end result.*

*H. You can not be around unwise people and learn wisdom.*

**Diversification**

*A. Breadth of knowledge and experience always trumps a narrow focus.*

*B. Are you building skills? Are you building expertise?*

*C. What are you doing with the opportunity you've already been given?*

*D. Take a step. With any step you can learn volumes.*

**Action Steps:**

*1. What skills and experience do I need to possess that could open a door?*

*2. Once you find that list, then all you have to do is find something that enables you to be able to learn one of the skills that is on that list.*

*A. We think it's the job. It's not the job.*

*B. He delights in you.*

**Lesson 6: Defining and Reaching Success**

A. *As we begin to think about what success is we must go to the Bible to get the definition.*

### **Three Key Questions**

A. *How did you do it?*

B. *What did you learn?*

C. *What would you change?*

D. *If I were your age, I would write my obituary now, and I would live my life to become just that man.*

### **Principle #1:**

A.. *You are going to be under a curse if you don't honor your mother and father.*

### **Principle #2:**

A. *If you are not a Christian success is going to be elusive. That is because in Scripture it is spiritually discerned.*

### **Principle #3:**

*You must seek first the kingdom of God and His righteousness.*

### **Principle #4:**

*Are you foolish? Do you despise wisdom and instruction?*

### **Principle #5:**

*You can't be a prideful person and be a successful person.*

### **Vision and Mission**

*Once you have defined success you must have a vision and mission.*

*You must do the same for life.*

*What is your vision? (Where you want to go.)*

*What is your mission? (How are you going to get there?)*

***Three Stumbling Blocks:***

*Failing to honor your father and mother.*

*Pride.*

*Failing to have a teachable spirit.*

***Lesson 7 - Setting and Achieving Your Goals - Erik Weir***

*1. Goals*

Successful people establish written goals and objectives.

Unsuccessful people dream of goals.

*2. Planning*

A. Successful people: Create a plan to accomplish goals with specific timelines.

B. Unsuccessful people: Just talk about what they want to accomplish without developing a plan.

*3. Focus*

*a. Successful people focus on the highest priority tasks all the time.*

*b. Unsuccessful people focus on the demands of life rather than what is most important.*

*4. Fear of Failure*

*a. Successful People: Are not afraid of failure.*

*b. Unsuccessful people: Do not take risks.*

*It's okay to change a deadline, but you must have goals with timelines.*

*5. Dealing with Failure*

A. Successful people: make plans to rebound from failures.

B. Unsuccessful people: Dream of an ideal world where they don't fail.

C. Worse yet, they blame others for their mistakes and failures.

### **How Change is Made**

*You make them a little at a time.*

*Half Percent Rule: Can you do one half of one percent better today than you did yesterday?*

*We over-estimate what we are capable of doing near near-term, but dramatically underestimate the change that can take place over time.*

### **Five questions for evaluating a new task:**

1. *Does this activity get me closer to my major goal?*
2. *Does this activity leave me energized or drained?*
3. *Does this activity make a significant difference in my life or the lives of those around me?*
4. *Would I want my children to do the same activity I am doing?*
5. *If I only had a year to live, would I do this activity?*

*However we say that every day when we don't follow these steps.*

*Remember, vision is where you want to go, and mission is how you're going to get there.*

*Be sure you read a Proverb a day. This practice will give you great wisdom as you are planning, evaluating, and setting goals.*

### **Lesson 8: Maximizing Your Impact**

1. *Identify the few tasks that make the greatest difference in reaching your objective.*
2. *Identify routine tasks/activities that can be eliminated.*
3. *S.L.A.M.*
  - A. *Simplify: Do fewer things, well.*
  - B. *Leverage: learn from other's mistakes.*
  - C. *Accelerate by increasing your efficiency and eliminating distractions (such as FaceBook).*

*D. Multiply.*

*4. Schedule time to think.*

*5. Concentrate on one thing at a time.*

*6. Prioritize your tasks every day.*

- a. Very important and time sensitive.*
- b. Important but not time sensitive.*
- c. Nice to do, but not important or time sensitive.*

*A. If you do nothing else but follow this method, you will get at least twice as much done every day.*

***Top Thinking Tool:***

***1. List your problem as a question. 'How can I solve X?'***

***2. Write out 21 possible solutions.***

***3. Pick the activity that makes the most sense, and begin doing it now.***

***Key Point:***

***When you avoid 'B' tasks, where something is important but not timely, your B tasks often become A tasks, (important and time sensitive) through procrastination.***

***Summary:***

***A. Don't accept mediocrity in your life. Go for excellence.***

***B. Be diligent, be hard working, be focused, be willing to pay a price that others won't pay.***

***C. Make sure you're the one that goes the extra mile.***

***Three D's of Success***

***A. Decisiveness***

- 1. If it proves to be a bad decision, you can always make a new decision.***
- 2. Learn from your mistakes. You will make mistakes, but don't be afraid to make decisions.***

## **B. Dedication**

## **C. Discipline**

### **Lesson 9: The 10,000 Ft. View - Kevin Swanson**

1. *One of the things we're trying to cover is a biblical concept of education and discipleship.*
2. *Three chapters later, in mark 6, we find that Jesus sent His disciples out to life apply the things they had been learning, by teaching, casting out devils, and healing.*
  - a. *It is true that the preeminent involvement in the education of a young child must be the parents.*
  - b. *We're not trying to compete with that. We're not trying to contradict that.*
  - c. *This is because the assumption was that young men and young women were working with their parents as their parents raised their children in their homes.*

### ***Inefficient but Powerful***

*A. One of the first things we learn about mentorship is that it's inefficient.*

*B. However, it is very powerful.*

### ***Go Long Term***

*A. Long Term Mentorship is important.*

*B. The issue is longevity.*

### ***Gender Appropriate***

*A. Women should mentor young women and men should mentor young men.*

### ***Lean into the mentorship:***

*A. One of the things that you should pay attention to is developing the relationship and proving yourself helpful as a mentee.*

### ***Learn their Methodology first***

- a. *You are not just learning the facts but how the facts apply.*
- b. *You are learning a specific methodology.*

### **Look for a Mentor of Integrity**

- A. It is important to seek out a mentor who has a high level of integrity.*
- B. We encourage you to find a Christian, first and foremost.*
- C. Not every Christian, with a fish on his business card, has the highest level of integrity.*
- D. You have to build trust over a period of time.*
- E. The mentor you choose will really have an influence on your future life, so you must choose wisely.*

### **Character Traits You Need in a Mentorship:**

- 1. Fear God above all things.*
- 2. Honor your parents.*
- 3. Keep accountable*

*A. Remember, the goal in your mentorship is to begin to establish trust, and then begin to receive godly counsel, wisdom, and character formation from your counselor or mentor.*

### **Getting Through Your First Year**

*A. Do what you can to be as effective as you possibly can be in that relationship.*

### **Lesson 10: Four Stages of Learning:**

- A. Everyone rises to their own level of incompetency.*
- B. The reality is that you are more incompetent at things than you are competent.*
- C. You have to develop competencies in your life, because otherwise, you lack growth.*
- D. What are your natural abilities?*
- E. We always rise to our own levels of incompetency, and when we do, we Peter-principle out.*
- F. You will reach that limit. Your natural ability will only work for so long.*

### **How do we develop competency?**

- A. We never truly get beyond competency; we just have to keep raising the bar.*
- B. Every one of you are immature.*

*C. Maturity is hard to grasp. That's why you should need to seek someone out who can help you mature.*

*D. Immaturity plus immaturity, never equals maturity.*

*E. If we develop competency in our life, we also develop maturity. As maturity grows, competency grows.*

**Unconscious Incompetency:**

*A. Unconscious Incompetency: I don't know what to do, and I can't do it.*

*B. There is only one thing you can do: teach them.*

**Conscious Incompetency:**

*A. Conscious incompetency: I know what to do, but I still can't do it.*

*B. This is where we move from teaching to training.*

*C. A mentor takes education out of the teaching realm and put it into the training realm, to the point at which you begin to understand what it is by application.*

**Conscious Competency:**

*A. Now I know what to do, but I every time I try to do it, I have to think about it.*

*B. Natural ability keeps us in that framework of doing things we've always done.*

*C. Young people today don't want to develop expertise.*

*D. Knowledge, by itself, without expertise is absolutely worthless.*

**Unconscious Competency:**

*A. I know what to do, but I oon't even have to think about it. I just do it.*

*a. We rarely move in this direction because we think we*

*1. Identify what your natural ability is.*

*2. Ask yourself, "What are the skills I need to possess, in order to take the next big step in my own personal development.*

*3. Where are you at in this quadrant – right now?*

## **Lesson 11: Mentorship 101 - Steve Riddell**

### **Common Misconceptions:**

1. *Mentorship is all about me.*
2. *I need to wait for the mentor to find me.*
  - a. *You need to purposefully look for that kind of mentor who is going to have value for you.*
3. *Mentoring is more passive than active.*
4. *All I need to do is go ask someone.*

### **Getting Started with the Basics**

#### **1. Speech**

- A. *If you want people to be interested in you, you have to be interesting to talk to.*
- B. *It is fun to talk to somebody who has an active desire to know.*

#### **2. Life**

#### **3. Love**

- a. *Love is the ability to care about people in such a way that it feels genuine.*

#### **4. Faith**

#### **5. Purity.**

- a. *Nothing speaks louder in words and in deeds than a pure life.*

### **What Should I DO?**

*If we concentrate on these five qualities, isn't that pretty much everything that we need?*

1. **Survey your landscape and find someone that you want to be like.**

*A. But just because you would like to be like them, doesn't necessarily mean that you should.*

*B. Study a person in the areas of who they are, what they do, why you want to become like them, and what they possess that you don't have.*

## **2. Study the Person**

- a. You have to really figure out, if they were to have an influence in your life, whether it would be the kind of influence that would help you, or the kind of influence that would hurt you.*
- b. If you are going to gravitate towards somebody who is hypocrite, you're probably not going to get the mentorship that you would like.*

### **3. Make the ask.**

#### **4. Evaluate the fruit.**

*A. Look at their fruit. Look at their children.*

*B. By their fruit, you'll know whether they're a proper mentor or not.*

#### **5. Let the Relationship evolve organically.**

*A. Instead of asking them to mentor you, you have to let the relationship evolve organically.*

*B. The only way that can happen for you is to take an active role.*

#### **6. Seek someone who is going to be candid, open, and honest.**

- a. That is the greatest testimony of a good friend.*

#### **7. Take a step of commitment.**

- a. Just liking the idea of it doesn't make it happen.*
- b. We can be so paralyzed by trying to figure out every little thing down the road, but really what we need to do is take a step.*
- c. In the same way, if you possess or go after the kind of qualities that anyone would want to see in another person, persons will beat a path to your door because they know that it is rare to find young people with these kinds of qualities.*

- d. *Find somebody who can help you with the things you don't know you don't know.*
- e. *You may not have all the answers, but you will at least have direction.*

### **Take One More Step**

*A. It doesn't matter what you do. It matters the qualities they possess.*

### **Lesson 12: Networking**

#### **1. Networking is the art of managing beneficial relationships.**

*A. It isn't like Facebook where our goal is to get as many friends as possible.*

#### **2. Networking is giving value, and in return, creating a scenario where we receive value.**

*A. Value is not what it is or what it does. It's what it does for me.*

*B. What value do I bring to relationship that causes other people to seek me out?*

#### **3. Networking involves long term value that is protected by a good name.**

*A. The value of a good name is worth more than anything else.*

*B. Long term value is created by keeping a good name.*

#### **4. Networking builds awareness and causes you to be referable.**

*A. Awareness is this idea of being visible.*

#### **1. Engage your circle of influence.**

*Smugglers: the kind of person who uses influence with the intent to manipulate or deceive people.*

*Bunglers: someone who has no idea about influence, doesn't know how to use the principles of influence, and "bungles" their way through life.*

*Sleuths: someone who knows principles of influence and how to use them in such a way that they get people to do things the way they want*

*them to. Their influence is ethically sound and without manipulation.*

*A. If you can engage with them and begin asking questions to seek their advice and counsel, they can open up doors for you that you would not be able to open on your own.*

*B. Thus follows the idea that everyone runs in packs.*

## **2. What about strangers?**

*A. The people who have the greatest influence with others are the ones who follow-up to let others know that they have either put your advice into practice or thanked them for their advice.*

## **3. Maintain your presence.**

*a. This is the idea of having constant presence.*

*b. What story are you creating for yourself that someone else would want to buy?*

## **How to be Referable**

*A. Being referable is based on others who are able to pass your name along.*

*When somebody embarrasses me actions they take or the behavior they exhibit I will not want to refer them.*

*1. Act and behave in such a way that you become memorable.*

*2. Dress for success.*

*a. You can always judge where a person is going to go, and how they're going to behave, by the way they look in the interview.*

*b. People are drawn to those who look good.*

*3. Offer sincere compliments.*

*a. Compliment others on how they are, what they do, and by the value they brought to your life.*

*4. Show interest in other people.*

*5. Being of specific use.*

- a. *How will people want to use you in such a way that brings value to them?*

**Application:**

- A. *Of all the ways a person could network, the best way is through LinkedIn.*

**Lesson 13: Finding Your Mentor - Dave Tucker**

**You Must Network**

- A. *Networking is everything. It's how you find jobs, it's how you find mentors.*
- B. *Almost all the time, all you have to do is ask.*
- C. *The fastest way to get someone to be your friend is to ask them for a favor. "Can you help me?"*
- D. *Most of us guys hate asking for help. Why? Because we're so proud.*
- E. *When you ask for help, most people are going to want to help you.*
- F. *Start with your dad or someone in your church who is in the business community.*
- G. *Approach them; "Can you help me find a mentor?"*
- H. *The best thing you can do is ask them for help.*

**Evaluate your mentors.**

- A. *Not everyone's going to be your perfect mentor.*
- B. *Always honor the person if you've spent any kind of time with them.*
- C. *If you want to be mentored by someone, send them some kind of a gift.*
- D. *There is always something that you can learn from anyone. But be sure that you're not wasting anybody's time.*

**Develop Trust:**

**1. Character**

- a. *If your character is flawed, then I'm not going to use you.*

**2. Ability**

**3. Motivation**

**4. Track Record**

- a. *Do they have a track record of having success?*

**Lesson 14: Persistence**

- a. *There is a fine line between persistent and being annoying.*

**Sales Placard:**

*"We're not talking about wanting to nag somebody into doing something that they don't want to do."*

*But neither do you give up right away. Just because someone says, "No," to something doesn't mean you give up.*

**How to Persist:**

**A. Get out a piece of paper.**

**B. Ask him, "What are all the reasons you wouldn't want to do this with me?"**

**C. Be humble and accept their reasons or criticism.**

**D. "Okay that's fine, So at what point do you think you will be ready? Would it be okay if I follow-up with you in two months?"**

**How to set up an appointment, by Dave Tucker.**

**A. They figure out that if you really want it, you're going to push a little bit harder.**

**B. Watch out. Remember Balaam was persistent.**

**C. However, don't give up on the first try.**

**Lesson 15: Making A Good First Impression - Erik Weir**

1. *\_One of the first things you'll notice is someone's eye contact.*

2. *Research the person you are meeting.*
3. *Ask them about their greatest successes. Ask them about their greatest failures and what they learned from them.*
4. *Bring a notepad.*
5. *Shake their hand.*
6. *How you dress is very important.*
  - A. *Don't wear loud clothing.*
  - B. *Notice your shoes.*
7. *Have honor.*
  - a. *Be present in the conversation.*
9. *Communicate.*
  - a. *Try to communicate succinctly, and clearly, and relevantly.*
10. *Timing*
  - a. *Keep meetings timely.*

12. *Ask Good Questions*

- a. *I always use five questions, 'What, where, how, when, and why?'*
- b. *Listening 80% of the time, when you meet somebody, and speaking 20% of the time is a good rule of thumb.*

13. *Be Humble.*

- a. *One of the greatest ways to make a great first impression is humility.*

14. *Once you meet someone, always send a hand written note.*

15. *Be Teachable*

- a. *When you're there be teachable, and when you leave be teachable.*

**Lesson 16: Asking Questions - Steve Riddell**

**How to Construct Questions:**

**A. Questions are the answer.**

**Six Types of Questions:**

1. *Credibility questions.*

- a. *When you ask questions, it builds your credibility with the person that you're talking to.*

- b. *The more thought provoking the question, the better off you are.*

**How to Construct Questions:**

**A. Open Ended Questions.**

**B. Close Ended Question.**

**Open ended questions are designed to get the person to talk.**

*The 5 W Brothers*

- a. *Who*
- b. *What*
- c. *When*
- d. *Where*
- e. *Why*

*The Two Step Sisters*

- a. *How?*
- b. *Tell me?*

- A. *If you always follow up with, "Why?" It expands the conversation.*
- B. *We need to have the curiosity of a child.*
- C. *Go back to the time when all you knew was one question and that question was, "Why?"*
- D. *For people to want to be interested in you, you have to be very interesting to talk to.*
- E. *We're never interesting to talk to when we talk about ourselves.*
- F. *We're only interesting to talk to when we bring out other people and get them to talk about the things that they like to talk about.*
  
- G. *You cannot just decide you're going to ask questions with no pathway to do it.*

**2. Why Questions?**

- a. *If somebody makes any kind of statement about themselves, or about their career, or about their life all you have to say is "Why"*

**3. Personal Understanding Questions**

- A.** *What we should do is to key in on what the person is saying to us and use questions that build*

*off of what the person just said.*

*B. If your ego gets in the way, it will be a problem for you as you pursue relationships.*

#### **4. Passion Questions**

*A. Passion questions are designed to bring out the passion in someone else.*

*b. If you want to get really passionate, talk to a passionate person. If you want to get excited, talk to an excited person.*

#### **5. Value Added Advice Questions**

#### **6. Future Oriented Questions.**

*a. It's the things we don't know that we don't know.*

*b. The interesting thing about questions is, you will find answers in places that you never thought were possible.*

#### **7. Aspiration Questions**

*a. We just need to understand: what is the next step for me?*

#### **8. Decision or Commitment Questions**

**Questions are the key.**

### **Lesson 17: The 7 Steps of Your First Meeting**

**NO ANSWERS REQUIRED FOR THIS LESSON:**

### **Lesson 18: How to Be a Great Mentee**

*\_First and foremost are you teachable?*

*Ask those around you, are you teachable?*

#### **2. Be Patient and Persevering**

*a. Are you a patient person? Are you able to persevere through a difficult time?*

#### **3. Be Eager**

a. Are you eager?

**4. Be Reflective**

a. After you spend time with your mentor, do you go back and read your notes?

B. Every time I experience a failure, I seek to learn what I could do better next time.

**5. Have Integrity**

**6. Receive Advice and Criticism.**

A. Are you transparent with your mentor? Do you receive advice?

**7. Be Long Term Minded.**

A. How do you spend your time?

B. You need to realize that you're only young one time.

**8. Give Back to Your Mentor.**

A. Do you seek to give back to your mentor?

B. How do you add value?

C. Do you wear yourself out?

D. Are you a make it happen kind of person when you work for a mentor?

**9. Be a Doer.**

A. More than listening, it is doing.

**10. Think and Plan.**

**Step 1:** Always write your problem as a question?

**Step 2:** Come up with 21 ways to solve your problem.

**Prioritization:**

-Each day you must prioritize.

- The most critical thing to your success will be your ability to focus single-mindedly on the most important task at the time.

**Summary:**

1. **Think about their legacy.**

2. **Add value.**

3. **Prioritize.**

**Lesson 19: Good Fences, Establishing Mutual Understanding - Geoff Botkin**

NO ANSWER KEY REQUIRED

**Lesson 20: Bringing Value to Your Mentor - Steve Riddell****Eight Value Adding Principles**

1. You have to initiate.

a. A mentor is not going to find you; you're going to find a mentor. A mentor is not going to seek you out; you're going to have to seek him out.

b. You've got to take that first big step.

2. Honor Your Commitments.

a. If you keep doing the same things you've always done, you'll keep getting the same results you've always gotten..

b. For things to change, you have to change.

c. Mentors will ask you to change in ways you're not comfortable with, and you're going to have to be willing to honor that commitment to change.

3. Help your mentor help you.

a. Paul was constantly giving Timothy advice, and Timothy took the advice and did something with it.

- b. *When someone follows your advice and counsel, adopts it, and puts it into practice, it makes you want to do more for them.*
- c. *The ones that I have really had success with are the ones who didn't want to debate, but wanted to take action.*

**4. Expect support not miracles.**

- a. *You need to expect support from me, but I can't turn someone who is a rebel into someone who can be successful.*
- b. *Don't have unrealistic expectations about how long it's going to take you.*
- c. *What comes out of the pipe is determined by what goes into the pipe. You are only constrained by two things: distance and volume.*
- d. *As someone that's being mentored, you have got to put a lot into the pipe.*
- e. *It may take some time, but if you put enough into something will come out.*

**5. A Desire to Contribute.**

- A. *When you enter into a relationship with a desire to contribute, you will find ways to contribute.*
- B. *You should be looking for those ways that you can help motivate and be enthusiastic, to help bring up the energy level of the person that you're in a relationship with.*

**6. You have to be teachable.**

- A. *If you are teachable, and you have a teachable spirit, you will swallow that pride.*
- B. *Young men do what? Seek wisdom!*
- C. *Wisdom from above comes in a variety of ways to our lives and we have to be open enough to be teachable*

**7. Keep up your end.**

- a. *You cannot ask for advice and then wait for your mentor to seek you out, to follow up, to ask you how things are going.*
- b. *Your ability to contribute depends on your ability to follow through, and take the counsel, and do something with it.*
- c. *If what you say and what you do are two different things, that makes you a hypocrite.*

**8. You've got to follow through.**

- a. *Immature people will take the things that they've heard, but when it's difficult, they won't follow through.*

**Value You Create:**

*If you practice the following principles, they will create value in your mentorship in ways that you cannot now realize.*

**1. Humility**

- a. *If we have a commitment to changing, then we have to lower our pride and raise our humility.*

**2. Hope**

*A. The older I'm getting, the more immature people seem.*

**3. Passionate**

- a. *When I encounter a young person who is mature, , I become more passionate.*

**4. Excitement**

*A. It's what we do with the information that we're given that brings value.*

**5. Honor**

*a We must honor the people that give to us and provide for us things that we could not have gotten on our own.*

*B. When you honor the relationship with the mentor, he brings honor back to you.*

**6. Trust**

- a. *When a mentee will take the things that I share with him, and put it into practice, it causes me to trust him in a way that causes me to want to do more for him.*

**7.**

*When I encounter young people that have a deep desire to find out the direction the Lord is trying to take them, it brings out more faith in me.*

## **Lesson 21: Accepting Criticism - Dave Tucker**

- A. *If you don't take blame, nobody is going to respect you.*
- B. *Do you see how freeing it is when you start taking blame?*
- C. *If you give excuses, you can never change. You will never get better*
- D. *The problem is that you are trying to get respect by coming across as perfect.*
- E. *If you're so full of yourself that no mentor can pour anything into you, because you won't take blame, for anything that went wrong in life, forget it. It's not going to work.*
- F. *People will want to help you out in all kinds of different ways in your life if you can just humble yourself and take that criticism.*

## **Lesson 22: Act Like You Want It!**

### **A Mentor's Value**

- A. *If that is the case, do you know what their time is worth? If they make \$400 per hour and if they spend 15 minutes with you, that just cost them \$100.*
- B. *We know when we're trying to invest in something that is not interested in being invested in.*
  - 1. **Desire**
    - a. *Show me you have a strong desire to learn. Show me that you're ready to be there.*
    - b. *Never ever come to a meeting without a pen and paper.*

**You are going to come prepared.**

**You are going to come on time.**

### **2. Show Respect.**

- a. *Have your pen and paper.*
- b. *Sit Straight. Sit a little bit forward.*
- c. *Keep eye contact.*
- d. *Take notes. When I write something on the board, you had better be writing it on your pad. Show me that you're interested.*
- e. *Pay attention. Be able to repeat what I say back to me. "So, Mr. Tucker you just said..." When you repeat back to me, I know you're paying attention.*

### **3. Discipline**

- a. *Discipline is self control.*
- b. *Discipline means you are going to show up on time, you are going to come with a good attitude, and you are going to be ready.*
- c. *The more things you can take responsibility for, the better.*

#### 4. Honor

- a. *Let him know that you respect him, that what he is doing for you has been a tremendous favor.*

#### 5. Don't waste Time

- a. *Don't make me repeat things that you should have been paying attention to the first time.*

#### 6. You don't run the place.

- a. *Listen very carefully.*

#### 7. You need to be diligent.

- a. *Make sure that you roast it.*

### **Lesson 23: Finding the Perfect Opportunity - Gary Powers**

- a. *If you look at Joseph, you will see that God put him in a situation. it was not the perfect situation.*
- b. *If so, here is the key principle: We need to be faithful in little.*

## **Common Strongholds**

### **1. The world owes me a living.**

***We need to be givers, not takers.***

***The world does not owe you a living.***

***When we perform at a certain level, people begin to notice us.***

### **2. Pride**

***We think more highly of ourselves than we ought to think. It's all about us.***

### **3. We're not faithful in little.**

*If you want a big opportunity , you have to be faithful in little.*

#### **4. Commitophobia**

*I think we have “commitophobia.”*

*The sooner that you commit to anything, the better off you will be.*

*Perfect isn't out there. plug in to what you are doing right now.*

*If you start to do anything well you'll start to like it.*

*... it just takes 10,000 hours.*

*You have to keep working at it.*

#### **5. Slothfulness**

*You have to work hard, and you have to work over a long season.*

#### **6. Too small of a vision.**

*If you're going to do something do it in a bigger way.*

#### **7. Get-rich-quick schemes.**

*You need to start saving today.*

#### **8. “I cannot serve my heathen boss.”**

*Your reward is from God, not from your boss.*

### **Application**

#### **1. Start to shine where you are.**

*If we're always looking at other people, we're always going to be a little bit off kilter.*

*We need to ignore everybody else.*

*Remember, tomorrow is the enemy of today.*

*The best predictor of future behavior is past behavior.*

## **2. Work to make those you serve successful.**

*God calls those who are busy.*

*Once you serve another faithfully, you are ready for your own deal*

*No shortcuts when nobody is looking!*

*You need to be personally indispensable. Be the person they cannot do without.*

## **3. God's Burden**

*God gave Nehemiah a burden.*

*What is it that you see?*

## **4. You need to go out right.**

## **5. Single Focus**

*You need to have a single focus to launch. You need to get good counsel*

*B. That ceiling is your capacity, and you are stuck there because of old "KASH."*

*C. KASH: Knowledge, Attitude, Skills, Habits.*

*D. How about every 90 days you work on new KASH?*

### **3 Simple, Yet Difficult Rules**

- 1. Show up on time.**
- 2. Do what you say you're going to do.**
- 3. Finish what you start.**

***Income is a function of value.***

## **Lessons Along the Journey**

- a. *You will have to learn to not quit. You will reap if you don't faint.*
- b. *You will need to learn, as Churchill said, to "do the distasteful."*
- c. *You will have to learn to say "No" to lesser opportunities. You need to be singly focused.*

## **Summary: Be Committed**

**A.** *Make the commitment.*

**B.** *Complacency: My life desperately needs to change, but I'm unwilling to change it.*

**C.** *When convenience supersedes commitment, I've just found my true level of commitment.*

### **Lesson 24: The Power of Excellence: Gary Powers**

#### **1. Glorifying God**

**2. *If we are excellent in our business, it becomes a customer magnet. It draws customers right past our competitors.***

*Your work matters to God.*

*I want to encourage you today to step out of line to do the extraordinary*

### **What the Bible Says About Excellence**

*How many times is the work that we do not very remarkable?*

*It doesn't take that much more effort to move from being good to being great.*

*We ought to do everything for the glory of God.*

*We need to represent our Father extremely well.*

*Excellence starts with you. It starts in your family. It starts with your business.*

#### **Excellence**

***It's exceptional. It's stunning. It's wow! It's better than what everybody else is doing.***

#### **Vision for Excellence**

**A.** *It begins with a vision.*

*B. A vision is what you hope to achieve.*

*C. When we talk about excellence in life or excellence in business, we have to define it.*

### **Vision for Product**

- a. Our customers want a defect-free product delivered to them by someone who smiles\_\_, delivered on time.*
- b. When you do things excellently, you're separated from your competition*
- c. Give them your very, very best. Make that your differentiator.*

### **Vision for Service**

*A. You have to define what your standard of service is.*

### **Vision for Product Fulfillment**

*A. When it comes to fulfillment of products, you need to be consistent.*

*B. You must have consistent high service levels.*

### **Vision for Customer Service**

*A. Set a standard for customer service.*

*B. You have to be exceptional at what you do and be friendly, kind, smile, and thank them for their business.*

### **Vision for Facilities**

*A. Are they clean, neat, orderly? Are they bright? Are they cheery?*

### **Vision for Hiring**

- a. You can be on time, but still be of no value.*
- b. Don't tell them what to do, ask them what they would do.*

### **Vision for Company Processes**

- a. You must set up systems and processes that are excellent.*

*b. Step up, step out, step up, step out.*

## **How to Create Excellence**

1. *Start out with a vision.*
2. *Develop a road map.*
3. *Execute the plan.*

*Most people have good plans, but they don't follow through.*

*Philippians 4:13, 'Whatever your hand finds to do, do it with all diligence.'*

*I think we miss so many opportunities because we are sloppy.*

*Right now you don't have to be that great, you just have to be better than average.*

### **Lesson 25: Motivation, Discipline, and Direction - Steve Riddell**

**A.** *Motivation is rooted in two words: motives and actions.*

**B.** *Our motives for action are based on only one thing: desire.*

**C.** *If we have the right desires, God begins to take us on a pathway that ultimately leads to the kind of success He wants in our lives.*

### **Four Types of Motivaiton**

#### **1. Obligation based motivation**

***Obligation-based motivation says "I should. . ."***

#### **2. Desire Based Motivation.**

*Desire-based motivation says, "I want to."*

*It is defined by a strong vision and clearly defined goals.*

#### **3. Enjoyment Based Motivation**

***It's in the journey\_ that we learn more things than anywhere else.***

***It's in the problems we encounter that we learn more things than anywhere else.***

#### **4. Mastery\_-based motivation**

- a. *"If you become an expert at what it is you do, people will beat a path to your door."*
- b. *If our goal is to master something, then we wind up with a proper desire.*

### ***Mastery and the Pursuit of Wisdom***

*There is a basis of understanding that lies beneath the surface.*

#### **Direction**

- a. *If we do this, discipline will then bring freedom to our lives.*
- b. *Discipline] will take a struggle and move it to grace.*
- c. *It will take our own will power and move it to passion.*
- d. *Quit trying to figure out the end point. Figure out the next step you need to take.*

#### **Lesson 26: No One Owes You a Job - Dave Tucker**

**A.** Nobody owes you a job.. Nobody.

B. If I give you 100 dollars, would you give me 20 dollars back?

C. o will not get the job are the ones who show up and say, "Do you have a job for me?"

### **Getting a Pay Raise**

You will say, "I'm not going to produce \$45 per hour for you, I'm going to produce \$50 per hour."

- You work harder\_.
- You stop listening to your Ipod.
- You stop looking around.
  
- You stop chatting with the guy next to you.
- You stop taking coffee breaks in the morning. • You start going out and being full of energy\_.

And when you're responsible, show up on time, and do the right thing, your productivity goes up so that instead of making the company \$45 per hour, you are now making them \$50 per hour.

## Getting to the Next Level

A. You are going to have to produce \$300,000 worth of value.

You're going to have to learn a skill.

- You're going to have to get more skilled.
- You're going to have to influence others, so that others produce more value, and not just yourself.
- The Go-Giver Principle: The more people you can influence, the more money you are going to make.

- How many people around you have bad attitudes?
- How many people around you don't start working immediately in the morning?

How many people around you bad mouth the management?

How many people around you just aren't doing what they could?

How can you have an effect on those people and make them produce more?

## Summary

You get a job because you produce more for the company than what it cost them to hire you.

How do you get a raise?

You produce more yet, and then the company is willing and able to give you a raise. How can you create even more value than the value of what you are producing on your own?

You start to influence other people for good.

### **Lesson 27: How To Sell Yourself**

**A.** If you understand the power of asking the right questions, you win. If you ask the wrong questions you lose.

B. Think of a job interview as a sale.

C. The person interviewing is the buyer, and the person being interviewed is the seller.

D. The seller is the one who should ask the questions in order to understand the needs of the person who is buying.

## Getting Hired on the Spot

If you understand the power of the right questions, this is a solution that really works.

When someone is peppering you with questions, are your defenses high or low? Very high.

When they stop asking questions, where are your defenses now, high or low? They come way down.

### Steve's Experiment

It is simply the ability to ask the right questions to cause the result to occur.

### Questions Are the Key

You need to learn to ask questions in such a way that it moves people in the direction you would like them to go. Questions are the key.

In the interview, it's not about the statements you make, but it's always about the questions you ask.

It's not just any question, it's the right question.

- Jesus knew the power of asking the right questions. When the right questions are asked, people generally respond in a very different way.

### Application

- It's all about how you can get them to talk, rather than you.
- When you get them to talk, they'll perceive you are the greatest conversationalist in the world.

### **Lesson 28: What it Takes to Be An Entrepreneur - Dave Tucker**

1. It always involves sales.
2. Have you ever sold anything in your life?

-

3. It means you had better go out there and learn something about sales.

**Dave Tucker**

2. Problem - Solving

A. Do you enjoy problem-solving?

B. As a small business owner, the buck stops with you.

**3. You have to be a leader.**

A. Have people ever followed you in your life?

**Lesson 29: Are you Ready to Lead - Erik Weir?**

A leader, very simply, is someone who leads, someone who is in front.

1. You walk in humility.

You are aware that you stand on feet of clay.

**2. You are a visionary.**

You are thinking about the long -term.

You can't be so focused on the short -term that you lose sight of the long-term.

-

Failure is only fatal if it's final.

**3. You are mission\_- minded.**

Mission-minded means you have a process, a methodology,, or a routine to get to the solution.

You can only lead when you know where\_ you're going.

4. Be focused.

If you focus your energies you will accomplish much more than if you are a

wandering generality.

5. You have to be unflappable.

-

In the same way, leaders always have to be aware of true North.

- 6. You must be decisive as a leader.

-

You have to be based in reality.

Leaders have to be real.

7. **You have to be dedicated.**

A. Can you do something hard for a long period of time? Can you persevere?

-

B. If you quit before the finish line, you will not win. You must persevere. Are you dedicated? Are you persistent?

8. **Leaders are grateful.**

A. You are grateful for success, but you are equally grateful for failure.

B. It's always statistically impossible to win.

-

That is why you must persevere. That is what a visionary does. He chooses to persevere.

-

C. Failure is temporary learning from your mistakes.

D. So who are you? Are you a leader? Or are you someone who tries to give blame to others?

10. **Leaders always seek to clarify their vision.**

-

A. How clear is your vision?

-

The clarity of your vision is directly correlated to the ascent of your climb.

The more narrowly you can define this, the more altitude you will climb.

-

11. **The ground floor of all of this is honor.**

-

A. Honor your father and mother that life may go well with you. (Ephesians 6:2-3)









