

TOGETHER

come. be. move.

UNDERSTANDING GENERATIONAL DIFFERENCES

MENTEE

(typically in her 20's, 30's, 40's)
Post-modern woman born after 1965
Millenials, Gen X, Buster, Bridger, Homelander

MENTOR

(typically in her 50's or older)
Modern woman born before 1965
Baby Boomers, Builder, Pre-Digital Age

CHARACTERISTICS

- Relational, connection, community, flexible
- Plagued by stress, seeking a warm, caring environment
- Desires to process hurts or frustrations with others

- Faithful, loyal, self-sufficient, managed
- Less inclined to see the value of community to enrich life
- Responsible, focused, hard worker, individualistic

WHAT WE VALUE

- Organic, flexible approaches, informality, be yourself
- Transparency, authenticity, honesty, vulnerability
- Doesn't like too much structure
- Drawn to those who have let go of control and letting God lead

- Programs, structure, organization, positive role model
- Privacy/likes authenticity but doesn't always give it
- Doesn't like details being left to chance; longs to finish strong
- Accountability and commitment

REGARDING MENTORING

- Prefers to choose her own mentor/multiple mentors
- Wants an ongoing relationship built over time
- Longs for companionship and friendship
- If you don't show your struggles, she can't trust your advice
- Presumes that a mentor is too busy to spend time with her

- Choose the mentor for the mentee/one mentor per mentee
- Prefers scheduled terms that start and stop/contracts
- Sees it as a duty/organized program that is structured
- Thinks sharing struggles may lessen impact/look weak
- Feels unqualified to be a mentor

SOURCES USED: "You Lead" training by Lifeway Women, *Organic Mentoring* by Edwards & Neumann, *Dissertation* by Jeanne Ballard, *Uninvited* by Lysa Teurkerst

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