

Annotated Bibliography  
For Mentoring/Coaching

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Anderson, Keith R. & Randy D Reese. *Spiritual Mentoring: a Guide for Seeking and Giving Direction*. Downers Grove, IL.: IVP Books, 1999.

This book describes Christian mentor relationships based off the work of classical spiritual writers. To Anderson and Reese Christian mentoring is a unique relationship between the mentor, mentoree, and Holy Spirit that guides the mentoree towards greater intimacy with God, their identity as a child of God, and their responsibility within the kingdom of God. They use the Anderson/Reese Model of Spiritual Intimacy to describe the vital movements in the spiritual mentorship process for both the mentor and the mentoree.

Benner, David G. *Sacred Companions: the Gift of Spiritual Friendship & Direction*. Downers Grove, IL.: InterVarsity Press, 2002.

Benner views the practice of spiritual guidance as being an important, vital, and forgotten practice of the church. He first explains the need for spiritual friends, who are vital to the Christian walk if one is to grow. He then moves to spiritual direction, which is different than mentorship, spiritual guidance, or discipleship, in that it focuses on deepening one's intimacy with God. Finally, sacred companions are those people who specifically focus on guiding you towards living life more aware of God. This book guides the reader in how to develop and practice each of these aspects into their life.

Biehl, Bobb. *Mentoring: Confidence in Finding a Mentor and Becoming One*. Nashville, TN: Broadman & Holman Publishers, 1997.

Biehl attempts to show what mentoring is, why there is a need for mentoring, and the tasks of a mentor and protege in the relationship. The book looks at both sides of the mentorship equation, both how to be a successful mentor and a successful protege. Biehl views mentoring as a lifelong relationship that passes on skills and nuances so that the protege can reach their God-given potential. He also gives common roadblocks within this relationship and how the relationship can overcome these obstacles to find success and growth.

Campbell, Regi. *Mentor Like Jesus*. Nashville, TN.: B&H Books, 2009.

Campbell believes that “next-generation mentoring” is one of the most important things a person can do to leave a great legacy. Campbell’s mentoring process is based primarily off of what he observes Jesus doing throughout the Gospels. Campbell explains the key practices needed in mentoring to yield committed Christ-followers who will likewise mentor the next generation. Campbell’s eleven practices focus on a mentor spending purposeful time with a small group of next-generation mentorees who will then do likewise with another generation, all for the glory of God.

Clinton, J. Robert, and Richard W. Clinton. *The Mentor Handbook: Detailed Guidelines and Helps for Christian Mentors and Mentorees*. Altadena, CA: Barnabas Publishers, 1991.

This book serves as a detailed manual for developing Christian mentor relationships. To Clinton, mentoring reduces the probability of leadership failure, provides accountability, and produces empowerment. This book explains the five dynamics that make mentoring work: attraction, relationship, responsiveness, accountability, and empowerment. It then breaks down the nine types of mentor relationships and explains how each one is key to having balanced mentor relationships. Having a strong network of mentor relationships allows a Christian to have a balanced, healthy perspective on ministry and life.

Collins, Gary R. *Christian Coaching: Helping Others Turn Potential Into Reality*. Colorado Springs, CO.: NavPress, 2001.

Collins, a Christian counselor, takes the common practice of coaching and gives it a God-centered application. He believes that coaching should focus on helping people develop a vision for their life and moving towards the future. This book helps Christian coaches develop the skills they need to help others move through the difficult life transitions and challenges, but with a spiritual focus. Collins develops the skills of listening, questioning, and responding so that the Christian coach can help proteges assess where they are and develop a strategy for where they are going.

Dungy, Tony with Nathan Whitaker. *The Mentor Leader: Secrets to Building People and Teams that Win Consistently*. Carol Stream, IL.: Tyndale Momentum, 2010.

Based on his own experience as a coach and mentor, Dungy views mentor leadership as key to building a winning team. This book gives coaches and leaders the principles and keys to becoming effective mentor leaders to those they are over. Dungy’s model makes it clear that being a great coach isn’t just about winning, but about being dedicated to developing players. Mentor leadership is about building character in the lives of proteges through modeling and teaching behaviors and attitudes, and creating a constructive legacy that will be passed along to future generations.

Ellison, Edna, and Tricia Scribner. *Woman to Woman: Preparing Yourself to Mentor*. Birmingham, AL.: New Hope Publishers - Arise, 2005.

This is a guidebook written to equip women who desire to mentor other women. This book contains lessons with workbook style questions that are suitable to go through by oneself or as a group. This book also is applicable to women's ministry leaders who want to start a "Marea Movement" (mentorship culture) in their church. The workbook has four main focuses: preparing to be a mentor, the functions of a mentor, how to build the mentor relationship, and how to keep your balance while mentoring.

English, Leona M. *Mentoring in Religious Education*. Birmingham, AL.: Religious Education Pr, 1998.

This book is written for professionals in the field of religious education, to develop them as mentors in order to provide skills for new professionals and renew experienced religious educators. English goes through the basic steps in developing a mentorship relationship, explaining the basic principles and giving concrete practices. This book is based on the guidelines that mentorship within religious education must be a spiritually focused process, yet both the mentor and mentoree must be professionals with a mutual desire to grow in the relationship.

Engstrom, Ted W. with Norman B. Rohrer. *The Fine Art of Mentoring: Passing On to Others What God Has Given You*. Brentwood, TN.: Wolgemuth & Hyatt Pub, 1989.

This is a short book on the basics of mentoring, covering what a mentor looks like and how to mentor in different environments. This book is based off of Engstrom's decades of experience in mentoring and training mentors. Engstrom's desires it to reignite the practice of mentoring as a primary means towards development, teaching, and growing in all areas of life, but especially in Christ-likeness. This book shows how one can mentor one's kids in the home, mentor at church, and mentor vocationally at work. It also looks at Christ as our divine mentor.

Ensher, Ellen A., and Susan Elaine Murphy. *Power Mentoring: How Successful Mentors and Protégés Get the Most Out of Their Relationships*. San Francisco, CA: Jossey-Bass, 2005.

Ensher and Murphy take their own research and interviews, as well as the experiences of successful individuals, and put it into this book that is a practical guide to developing power mentoring relationships. Power mentoring is about developing and improving the relationships you have in your career so that you can experience greater success in

your career and find more fulfillment with your job. Power mentoring is less about a single mentorship relationship and more about building a network of mentorship and protege relationship that can make your work environment, job, and career better. The book gives tools on how to grow as both a mentor and protege, since both roles are needed for a successful and fulfilling power mentorship network to be developed.

Flaherty, James. *Coaching: Evoking Excellence in Others*. 3rd ed. Burlington, MA: Butterworth-Heinemann, 2010.

This coaching guide is written to help coaches in the business world to coach others in developing their capabilities, horizons, and opportunities. This is done, according to Flaherty, by building relationships that help to learn the changing environment one is working in, to set aside harmful and unproductive habits, and build productive skills and habits. Flaherty takes research from many different areas of study, including Buddhism, philosophy, and biology, to develop his models for coaching. This book can be used in coaching staff and employees, as well as clients.

Goldsmith, Marshall, and Laurence S. Lyons, eds. *Coaching for Leadership: the Practice of Leadership Coaching from the World's Greatest Coaches*. 2nd ed. San Francisco, CA: Pfeiffer, 2006.

This text on coaching takes theories, strategies, and practices from experts in the field of executive coaching to explain how coaching works. The focus of the text is on helping high-level leaders learn and succeed in their industry through using best practices. The three main sections are on the foundations of coaching, the basic elements of coaching, and then leading change as a coach. In a desire to move from the theoretical to the practical, this second edition includes a final section on case studies and core applications.

Harvard Business School Press. *Harvard Business Essentials: Coaching and Mentoring*. Boston, MA.: Harvard Business Review Press, 2004.

This book focuses on coaching in the business world. It addresses issues such as what is coaching, how to prepare for coaching, how to have good discussions, how to actively coach and follow-up, how to coach those who are over you, when you should mentor, and how to match people up for mentoring and coaching. The motivation for coaching in the business world is for companies to develop and grow the performance of its leaders. This type of coaching is done between manager and employee or executive and manager.

Hendricks, Howard & William. *As Iron Sharpens Iron: Building Character in a Mentoring Relationship*. Chicago, IL.: Moody Pr, 1995.

Howard and Bill Hendricks teach that some of the deepest and meaningful spiritual growth occurs within a mentor relationship. Mentor relationships lead to the process of spiritual multiplication, where a mentoree becomes a mentor to someone else. This book looks at being mentored and being a mentor. For the protege, it teaches what the benefit of being mentored are, how to find a mentor and start the relationship, and how to make the most of your interactions together. For the mentor it teaches what a mentor is and does and then how the mentor can maximize his time with the protege. This book is more practical than theoretical, with the purpose of trying to get men involved in the mentoring process. This book focuses on mentor relationships between men, but can be used by women.

Hillman, George M. *Ministry Greenhouse: Cultivating Environments for Practical Learning*. Herndon, VA: The Alban Institute, 2008.

This book is focused on how internships can lead to leadership and spiritual growth for students of seminaries or Bible colleges. The book is directed towards both students, mentors, and organization leaders who are participating in the internship process. The book takes a look at the idea of “calling”, at what makes a successful internship, and how to set goals and evaluate an internship. All of this is done within the relationship of an intern with a mentor.

Hillman, George M. *Preparing for Ministry: a Practical Guide to Theological Field Education*. Grand Rapids, MI: Kregel Academic & Professional, 2008.

The focus of this book is on the role of field education in spiritual formation. It deals with questions raised concerning field education, internships, and contextualized learning experiences through the wisdom and experience of a variety of contributors. Each chapter is written by a different contributor or contributors and contains reflection questions and recommended reading. Key to these different learning experiences is the role that a mentor plays in the development of the participant, which is specifically seen in the chapters written by Darrel Smith on “Mentoring” and “Equipping Mentors to Leave a Legacy”.

Johnson, W. Brad. *On Being a Mentor: a Guide for Higher Education Faculty*. Mahwah, NJ.: Psychology Press, 2007.

This book is intended for higher education faculty to help guide them in mentoring students and junior staff members. It attempts to give an all-encompassing view of what mentorship should be like as a professor, dean, or president of a college or university. Johnson addresses issues such as mentorship methods, legal issues, mentoring

specific populations, problems in the mentorship relationship, and how to develop a culture of mentorship within an academic institution. The goal is for mentors to be able to confidently act as guides, role models, teachers, and sponsors of less experienced students and faculty.

Johnson, W. Brad, and Charles R. Ridley. *The Elements of Mentoring*. Rev. ed. New York, NY: Palgrave Macmillan, 2008.

This book serves as a guide for how to develop mentor relationships in all environments. It is based off of a survey of existing research on the subject of mentoring. This book explains what excellent mentors do, what the traits of excellent mentors are, how to arrange the mentor-protégé relationship, how to know yourself as a mentor, how to restore a broken mentor relationship, and how to change or end a mentor relationship. According to the authors the role of a mentor is to provide protégés with knowledge, advice, counsel, support, and opportunities so that the protégé can reach their potential within a particular profession.

Kraft, Vickie. *Women Mentoring Women: Ways to Start, Maintain, and Expand a Biblical Women's Ministry*. Chicago, IL: Moody Publishers, 1992.

This book is a guidebook on how to create and maintain a women's ministry, based off of years of experience and successful women's ministries. Using the Bible as a foundation for all women's ministries, Kraft gives instructions and guidance on how to implement almost every aspect of a successful women's ministry. The focus of every aspect of these ministries is on women mentoring women, whether it be in small group Bible studies, 1 on 1 mentoring relationships, or focused support groups. Kraft believes that for a church to be strong they need a strong women's ministry, and God has given each church the women who are gifted in equipping the church to minister to and with women.

Miller, Linda J., and Chad W. Hall. *Coaching for Christian Leaders: a Practical Guide*. St. Louis, MO: Chalice Press, 2007.

This book focuses on how believers can support and encourage fellow believers to grow and improve their life through Christian coaching. Coaches are viewed as partners who are there to help the one being coached find their way. This book not only introduces the reader to coaching, but also equips the reader with a foundational skill set and an approach to coaching. This book helps to develop skills, gives practical approaches to applying those skills, and discusses issues that potentially will come up in a coaching relationship. The concluding chapters apply Christian coaching specifically to a ministry context.

Moon, Gary W., and David G. Benner, eds. *Spiritual Direction and the Care of Souls: a Guide to Christian Approaches and Practices*. Downers Grove, IL.: IVP Academic, 2004.

This book gives a comprehensive survey of the practice of spiritual direction in its many forms. The first seven chapters of this book are written by different experts from different Christian traditions who explain what spiritual direction is and how it is practiced in their tradition. The final four chapters compare and contrast spiritual direction, pastoral counseling, and psychotherapy in order to give a better understanding of how all three of these can practically be used for soul care.

Otto, Donna. *Finding a Mentor, Being a Mentor*. Eugene, OR: Harvest House Publishers, 2001.

This book is a compilation of two of Otto's previous books: *Between Women and God* and *The Gentle Art of Mentoring*. Based off of Titus 2:4, Otto believes that mentoring between older and younger women is vital for a woman's walk with the Lord. This book seeks to help develop relationships that help women to navigate the demands of being a wife, mother, friend, and businesswoman. The first half of the book focuses on developing the skills for being a mentor and for being mentored. The second half of the book is a 30-week mentoring guide.

Pue, Carson. *Mentoring Leaders: Wisdom for Developing Character, Calling, and Competency*. Grand Rapids, MI.: Baker Books, 2005.

This book is a guide in how to develop emerging leaders through addressing the spiritual aspects of leadership development. Pue looks at character, calling, and competency as being the key spiritual aspects that need to be developed in tomorrow's leaders if they are going to successfully lead their churches and ministries. Pue gives his audience the tools and guidance they will need to develop self-awareness, as well as the skills of freeing up, visioning, implementing, and sustaining.

Smither, Edward L. *Augustine as Mentor: a Model for Preparing Spiritual Leaders*. Nashville, TN.: B&H Academic, 2009.

This book looks at how Augustine was as a spiritual mentor to the leaders that were under him in the African church. Using Augustine as his example, Smither studies how to shepherd those who are shepherding the Lord's flock. While most modern books on Augustine look at him as a scholar and philosopher, Smither studies Augustine's pastoral ministries, both as pastor of the church in Hippo and to other bishops, presbyters, and pastors in North Africa. Using Augustine's methods, readers learn how to apply Augustine's mentoring methods to their own mentoring practices.

Stanley, Paul D., and J. Robert Clinton. *Connecting: the Mentoring Relationships You Need to Succeed in Life*. Colorado Springs, CO.: NavPress, 1996.

Stanley and Clinton have found that having three to ten key mentor relationships will give a leader a much higher chance of finishing their task as a leader and their life well. These mentor relationships don't always look the same, but all focus on empowering the mentoree by sharing God-given resources. They describe seven potential types of mentor relationships: discipler, spiritual guide, coach, counselor, teacher, model, and sponsor. They also explain what kind of characteristics and activities make up a successful mentorship relationship, focusing on attraction, responsiveness, and accountability.

Stoddard, David A, Robert J. Tamasy, and Mac Brunson. *The Heart of Mentoring: Ten Proven Principles for Developing People to Their Fullest Potential*. Colorado Springs, CO: NavPress, 2009.

Stoddard believes that while mentoring is somewhat commonplace in the world today, it too often focuses on behavior and skills without addressing the greater need: developing a person from the inside out. He believes that if you want to leave a great legacy, you have to do more than accumulate for yourself, you have to pour yourself out into others through mentoring. His chapters are full of practical advice on how the process of mentorship should be developed, using illustrations from his own life and the lives of others who have been successful mentors.

Ting, Sharon, Peter Scisco, and editors. *The CCL Handbook of Coaching: a Guide for the Leader Coach*. San Francisco, CA: Jossey-Bass, 2006.

This handbook is a compilation of chapters written by different experts on the practice of coaching for leaders. It looks at the foundations of coaching, coaching for special populations, coaching for specific leadership practices and challenges, and different coaching techniques. The CCL's uses their own coaching process that has been developed through years of research and practice. This book views coaching as both essential to learning and to being an effective leader. Their process uses assessment, challenge, and support to achieve goals and development within the relationship of mentorship. The audience for this book is those leaders who are developing leaders under them, but also for those in the HR community who desire to develop a community of coaching within their organization.

Whitworth, Laura, Henry Kimsey-House, and Phil Sandahl. *Co-Active Coaching: New Skills for Coaching People Toward Success in Work and Life*. Palo Alto, CA.: Davies-Black Publishing, 1998.



This book is for consultants who are or desire to be professional and personal coaches. It guides in developing coaching skills and techniques through worksheets, skill-building exercises, coaching examples, tips and traps, and coaching dialogues. A coach, here, is someone who helps you find your way and stay on course in your life journey. This book strengthens the coaching skills of listening, intuition, curiosity, action/learning, and self-management. It also helps coaches to develop what they call the three core principles of coaching: fulfillment, balance, and process.

Williams, Brian A. *The Potter's Rib: Mentoring for Pastoral Formation*. Grand Rapids, MI.: Regent College Publishing, 2005.

This book traces the historical and theological foundations of mentoring to show the importance of mentoring in pastoral formation. Directed primarily for pastors, supervisors, and seminaries, this book helps those whose job it is to equip and train pastors to be better equipped to use mentoring as part of this training. This book helps mentors to develop mentorees in the areas of moral, spiritual, and personal formation, pastoral calling, theological deliberation, and pastoral skills. These elements are developed when an experienced pastor gives a new pastor the place to do ministry alongside the experienced pastor and then the space to reflect and learn from what he is doing.

Wright, Walter C. *Mentoring: the Promise of Relational Leadership*. Waynesboro, GA: Paternoster, 2005.

This is a handbook on how to do what Wright calls relational leadership, or mentoring. Wright bases this book on 60 years of experience being a mentor and mentoring others. Based off of that experience, he explains how to develop leaders through a mentoring relationship, and writes for both the mentor and the mentoree. Using the imagery of mountaineering, Wright gives three principles for mentors: pace, journey, and relationships. This book does not just focus on principles and theories, but tells the real life experiences that Wright had in being mentored and mentoring.

Zachary, Lois J. *Creating a Mentoring Culture: the Organization's Guide*. San Francisco, CA: Jossey-Bass, 2005.

This guidebook is written for organizations to help them establish a culture of mentorship. Zachary believes that for organizations to succeed the members of the organization must continue to learn and grow. To do this, there needs to be a strong culture of mentorship, so that all levels of the organization are learning and growing from one another. This guide has two major parts: first, what is mentoring and what does it look like ideally in an organization. Second, it looks at how, practically, to implement the practices so as to establish a mentorship culture. This guide is based off of Zachary's previous work, *The Mentor's Guide*.

Zachary, Lois J. *The Mentee's Guide: Making Mentoring Work for You*. San Francisco, CA: Jossey-Bass, 2009.

This guidebook is focused on the mentee side of a mentor relationship. This guidebook is set up to help mentees get the most out of the mentor relationship through the right preparation, selecting the right mentor, and understanding where the relationship is going. This book, paired with Zachary's guidebook *The Mentor's Guide*, share the tools and traits that make up a successful mentor relationship. This book gives step by step instructions and advice using a workbook format to help the mentee in the relationship.

Zachary, Lois J. *The Mentor's Guide: Facilitating Effective Learning Relationships*. San Francisco, CA: Wiley (NPR), 2000.

This guide teaches how to facilitate a learning relationship through mentoring. Zachary focuses on the key tasks and processes involved in mentoring, so that both parties in a mentor relationship can move forward through the critical phases of mentoring. The three main stages of the mentor relationship are preparation for the relationship, negotiation of the relationship, and the enabling phase. This guide gives the process tools, strategies, and techniques needed to develop in each phase and to know when it is time to move to the next phase. This book can be used as both a discussion guide for those in mentor relationships and as a workbook to go through on one's own.