



1. Earn the right to be heard.

- Don't assume your mentee knows why you care.
- "A kid doesn't care what you know until they know that you care."
- Trust builds through actions and shared history.
- Hard conversations require trust, so give trust to build it.

2. Pick your battles.

- Don't rebuke every small behavior.
- Focus more on what they're doing right.
- Is this issue life-threatening or typical for their age?

3. Prepare wisely.

- Pray before tough conversations.
- Check your intentions and choose the right time and setting.
- Share feedback near the end of a meeting in a calm environment.

4. Ask for permission.

- Start gently: "You know I care about you, right?" or "Can I share something with you?"
- If they say no, respect it and move on.
- Feedback shouldn't dominate the relationship.

5. Rebuke with grace.

- Ask questions to help them reflect on their actions.
- Use personal stories to give perspective.
- Watch your tone—harshness can shut them down.
- Care more about their heart than behavior.

6. Call them up, not out.

- Highlight their strengths and potential.
- Speak life and encourage them to be their best.
- Let them know you'll be there even if things go wrong.

7. You can't force change.

- We do our part, but only God transforms hearts.
- Be patient, just as God is patient with us.
- Love them unconditionally, even when progress feels slow.