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## Tips for Recruiting an Apprentice

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Once you have identified a person who you believe has leadership potential, how do you recruit that person? Following are some things to consider.

### *Getting Ready*

**Pray** for the person several days. Ask God to guide the person in the direction He wants (whether that is to be your apprentice or something else).

### *Initial Contact*

- Tell the person that you have a ministry opportunity that you believe will match their gifts.
- Suggest a place, date, and time to meet.
- The place should be quiet, relaxed, and not prone to interruptions.

### *Recruiting Meeting*

1. **Open with prayer.**
2. Let the person know the **potential you see**. Mention some observations that have led you to believe the person would make a good leader.
3. Paint a **compelling picture** of the apprentice opportunity (difference the person can make in the lives of people). Show enthusiasm while avoiding being so grandiose that it scares away the person.
4. **Listen**, asking about the person's passions and motivators and how those match or do not match the role you have in mind. Focus on the person's needs instead of yours.
5. Mention the **resources** that will be available to the person as an apprentice (you as a mentor, training that is available, peers that can serve as learning partners...).
6. **Close** by letting the person know that you want the Holy Spirit to make the decision. Ask the person if he/she is willing to pray about serving with you as an apprentice? If the person says yes, set a day and time that you will call to find out the decision.

## Quick Start Guide

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### *Follow-up Contact*

- **Ask** the person if they are ready to become your apprentice.
- If the person hesitates, ask a few questions to find out why.
  - ▶ If the opportunity isn't the best fit for the person, suggest some others that might be a better match.
  - ▶ If they are concerned about over committing, ask if you can call them again in a few months to see if they are available.
  - ▶ If the hesitation is a sense of inadequacy for the role, reassure the person that you will work with them to establish a comfortable pace of learning.
- Whatever the person decides, convey your desire for the person to serve God and become closer to Him.

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## Tips for Developing an Apprentice

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## Quick Start Guide

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### *In Your First 40 Days With an Apprentice*

1. Ask your Apprentice to sit with you while you plan a task. Discuss what you considered in developing the plan and what you hope to achieve with the plan.
2. Ask your Apprentice to watch you implement the plan (do the task).
3. Discuss what your Apprentice observed. Invite your Apprentice to ask questions.
4. Help your Apprentice plan a task.
5. Observe your Apprentice performing the task.
6. Discuss what you observed your Apprentice say and do while performing the task. Discuss reactions you saw from others as your Apprentice performed the task.
7. Agree on next steps. Mutually decide if the Apprentice is ready for a new task, could be helped by a formal learning activity (class, self-study...), or requires repetition of the task to refine skills.

### *Possible Leadership Skills to Develop in Your Apprentice*

- Continuing your spiritual growth; prayer, Bible reading
- Managing your time; focus on priorities, organize your work
- Setting personal goals; honor your commitments
- Listening effectively
- Asking questions effectively
- Expressing yourself clearly and positively
- Working well with others, managing conflict for good
- Understanding your learning style
- Knowing your strengths and leading with them
- Submitting to others; demonstrating value for others

### *Paul's Example*

Paul trained new believers with the idea that he would raise up leaders to replace him. Notice how Paul describes this method of leadership training.

- ▶ Training was a combination of words and demonstration [**1The 1:5**]
- ▶ Learning occurred as they experienced real life problems [**1The 1:6**]
- ▶ They in turn trained others [**1The 1:7-8**]

Much of the learning for your Apprentice is possible by a series of well-selected assignments that provide skill practice.

*Tell me and I forget,  
teach me and I may remember,  
involve me and I learn.  
-Benjamin Franklin*

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