

The Six P's of Mentoring.

by Lieutenant Wayland Cubit

**You Can
Mentor.**

Myth: effective mentors = successful outcomes.

It's difficult to measure what success looks like for mentors. We can only sow seeds. But God causes the growth. Are you relying on your mentee's progress to determine if you are a successful mentor?

This will lead to one of two things: pride or discouragement.

If they succeed, it's all your fault.

Also known as **PRIDE**.

If they fail, it's all your fault.

Also known as **DISCOURAGEMENT**.

This is an unhealthy way to evaluate how you are doing as a mentor. Rather than evaluating their progress, evaluate your own.

Here are six ways mentors can self-evaluate their success as a mentor in their mentee's life.

Successful mentors will **PURSUE**. They are **PROXIMATE**. They **PLAY**. They are **PASSIONATE**. They are **PURPOSEFUL**. They are **POWERFUL**.

These are the ways effective mentors communicate attention, affection, and affirmation to their mentees. This is how they impart wisdom, accountability, and encouragement in their interactions and conversations.

Mentors: ask yourself these four questions as you evaluate yourself through the lens of the Six P's of Mentoring.

Are the Six P's evident in your approach to mentoring?

Which do you lean into the most?

Which do you need to improve?

Who could you ask for help from to grow as a mentor?

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Pursue.

I want to be around you.

Proximate.

I want to see you win and fail.

Play.

I want to do what you love.

Passionate.

I want to encourage you.

Purposeful.

I want to help you grow.

Powerful.

I want to hold you accountable.

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Lieutenant Wayland Cubit

MORE RESOURCES

Lieutenant Wayland Cubit's Website
<https://www.waylandcubit.com/>

Our Episode w/ Lieutenant Wayland Cubit
<https://www.youcanmentor.com/18>

Lieutenant Wayland Cubit's Podcast: United Voice Oklahoma
<https://podcasts.apple.com/us/podcast/united-voice-oklahoma-podcast/id1474152151>

Lieutenant Wayland Cubit is an Oklahoma native. He is a husband, father, grandfather, career Law Enforcement Professional, motivational speaker, and mentor. He has committed the past 12 years of his career to creating and supporting positive programs that benefit and change the lives of at-risk youth.

Wayland studied Criminal Justice Administration at the University of Oklahoma, Police Science at Oklahoma State University OKC, and Family Studies & Gerontology at Southern Nazarene University.

In 1996, Wayland started his professional journey in law enforcement as a Patrol Officer. His early experiences as a patrolman inspired his passion to serve youth in at-risk communities in a more personal manner. While embracing his entry-level position, he paid close attention to issues that plagued our low-income communities. After years in patrol, Lt. Cubit moved from one specialty unit to the next, which afforded him the opportunity to become an undercover police officer, conducting undercover street crime and narcotic investigations. The Chief of Police recognized his passion for the community and youth and reassigned him to the Criminal Intelligence Unit, where he worked as a gang intervention/prevention specialist.

In 2010, his experience, reputation in the community and support from police administration inspired him to establish the OCPD F.A.C.T. Unit (Family Awareness and Community Teamwork), which is a youth outreach program that focuses on mentorship, building character and empowering at-risk youth, which ultimately helped reduce juvenile delinquency and involvement with the criminal justice system. It was this experience and his positive track record with inner city youth that earned him the title of "Master Mentor".

Lt. Cubit volunteers as a facilitator and trainer on Effective Police Interactions with Youth and Disproportionate Minority Contacts, Fair and Impartial Policing, and is a certified instructor in Unconscious Bias. He is a former Board Chair for Youth Leadership Exchange. He also serves on several boards and committees, including the Board of Visitors for the University of Oklahoma AFAM Department, A Chance to Change, The 111 Project, Oklahoma City Black Chamber of Commerce and Odyssey Leadership Academy.

Find more resources at
<https://youcanmentor.com>

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