

# JUICY WORK NEWS

Updates from The Learning Advantage

July 2017



THE Learning Advantage

Friend,

## Mobley's Musings

Wayne Dyer wrote a book entitled, "When You Believe It, You'll See It." I thought he'd made a mistake in the title and meant 'when you see it, you'll believe it.' After reading the book, I learned that he meant that we have to believe in the possibility of something before we recognize it. The power of our belief system is strong in shaping our view of the world.

I think of beliefs as something we can choose. I choose to appreciate rainy days for nurturing the plants and filling our reservoirs instead of complaining. I choose to look for the good in people. And when I choose appreciation and gratitude over complaints, my life is fuller and richer.

What do you choose?

*Sandy.*

## Ask Sandy

When meeting with new clients I often ask if they have mentors. Most do not, which means they're missing a valuable opportunity to gain insights and guidance.

What is a mentor? A mentor is someone in your organization who has expertise you value. He or she is typically a peer or a leader, but sometimes someone junior may have helpful advice. Most people are familiar with



## Feedback: From Fear Factor to Success Factor

How do you feel when someone says, "Can I give you some feedback?" And what if that someone is your boss or anyone else senior to you? Maybe you wish you had one of those "turtle shirts" from a *Saturday Night Live* skit. Just shrink down inside the shirt and you're protected from whatever negative comments you're expecting.

As much as we may fear feedback, it is important to our success. Like a dashboard on a car, it gives us vital information about how we are operating. Imagine driving a car that had no speedometer or gas gauge. You wouldn't know whether you're going too fast or too slow or if you're about to run out of gas! If you think about feedback as a means of course correction — keeping you from veering



*Sandy Mobley*

career mentors who “take you under their wing” and guide you throughout your professional life. But mentors can also be situational, assisting you in developing a specific skill or addressing a particular challenge.

Finding a situational mentor can sometimes be serendipitous. For example, you notice that the man seated next to you at an all-hands meeting is someone with a reputation for attracting highly qualified new employees. Since you have several open positions, you take the opportunity to see if he has time to meet over coffee and give you some tips. Even if his schedule doesn’t allow a meeting, you have made a connection related to a specific

ability he has that you value and would like to learn more about. In time, your conversation with him may develop into an effective informal network for talent acquisition ideas and best practices. Or, with ongoing interactions, it might lead to a more formal career mentoring relationship.

In another example, a client of mine saw how effective one leader was at influencing others. She made a specific request to the leader, describing the situation where she felt she needed to be more influential. The leader agreed to help her and my client improved her skills. Later she asked the leader for help in another area. Again, she was specific and the leader agreed. Over time, their relationship grew, becoming more like a classic career mentor arrangement. When the leader moved to another organization, she asked my client to come work for her.

When seeking a mentor, be strategic. Think about what you need to know to get to the next level. Is there someone you respect who is at the level you aspire to? If so, describe to him what areas you’d like to be mentored on. The more specific you are, the greater the likelihood he will agree to be your mentor.

You might even want to consider people you’ve worked with in the past who gave you helpful guidance. It never hurts to stay in touch. Sending an email thanking the person for something you learned from her can keep the relationship strong.

**Learning for Leaders** – Cultivate a network of mentors who can guide you. Look for ways to give back so that the relationship becomes reciprocal.

**Coaches Corner** – Ask your clients who they rely on for guidance. Help them build a network of mentors.

If you have questions you’d like Sandy to address in future newsletters,

off your success journey — you might come to welcome it.

[Read more.](#)



## Upcoming Events

### Webinars

September 20, 2017  
1 - 2:30 p.m. EST  
(Michigan Chapter of ICF):  
Coaching Clients to More  
Fulfilling Careers

### Workshop

October 25, 2017  
9 a.m. - 4 p.m.  
EDIN Network Meeting in  
Washington, D.C.  
Coaching Clients to More  
Fulfilling Careers

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