

CONNECTION, CONSISTENCY, AND CARING: PRACTICAL POINTS ON MENTORSHIP AND NETWORKING

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Agenda

- Introductions: What is Mentorship? What is Networking? Who Am I?
- What Not to Do
- Step 1: Identify Purpose
- Step 2: Identify Resources
- Step 3: Overcoming Barriers to Connection
- Step 4: This is Water: Growing Past The Process
- Step 5: 360 Degree Mentoring or the Flywheel

Maya Angelou

• “In order to be a mentor, and an effective one, one must care. You must care. You don’t have to know how many square miles are in Idaho, you don’t need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you’re sharing with.”

Steven Spielberg

- “The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.”

Winston Churchill

- “We make a living by what we get, we make a life by what we give.”

What Is Mentoring?



Definition

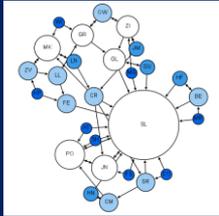
mentor (n.)

"wise adviser, intimate friend who also is a sage counselor," especially of one who is young or inexperienced, 1750, from Greek Mentor, friend of Odysseus and adviser of Telemachus (but often actually Athene in disguise) in the "Odyssey." The name perhaps ultimately means "adviser," because in form it is an agent noun of mentos "intent, purpose, spirit, passion" from PIE *mon-eyo- (source also of Sanskrit man-tar- "one who thinks," Latin mon-i-tor "one who admonishes"), causative form of root *men- (1) "to think." Compare monitor (n.). Often capitalized, even in the general sense, into mid-19c. The general use of the word probably is via later popular romances, in which Mentor played a larger part than he does in Homer.

<https://www.etymonline.com/word/mentor>

What Is Networking?

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Definition

network (n.)

Extended sense of "any complex, interlocking system" is from 1839 (originally in reference to transport by rivers, canals, and railways); sense of "interconnected group of people" is by 1934 in psychology jargon.

network (v.)

1887, "to cover with a network," from network (n.); by 1982 in reference to persons, "to interact with others to exchange information and develop contacts." Related: Networked; networking.

<https://www.etymonline.com/word/network>

Who Am I?

- An introvert who both hated networking and didn't recognize the full value of mentorship early in my legal career
- Struggled to get summer opportunities in law school; didn't get my first job as a lawyer until more than 6 months after the bar exam
- Assembled the following tips from conversations, observations, experiences, and advice from people who had successful careers
- Using these tips: AGO Tanner Award for exceptional early career accomplishment in 2013; Promoted to supervisor in 2016; Promoted to Senior AAG, leading over 100 employees, in 2017; WSBA APEX Award for Excellence in Diversity in 2017; LMBA President's Award in 2018

What Not to Do – Mentoring

- Don't stop yourself
- Don't stop looking for mentors
- Don't think of mentoring as one size fits all

What Not to Do – Networking

- Don't stop yourself
- Don't be too calculated or scripted
- Don't forget to follow-up

Step 1 – Identify Goal(s)

- What are you looking for?
 - Job Opportunity
 - Career Advice
 - Life Advice
 - Common Interest Community
 - Skill Development
 - Other?

Step 2 – Identify Resources

- Where are the people that you want to meet?
 - [WSBA Events Calendar](#)
 - [County Bar Associations](#)
 - [Minority Bar Associations](#)
 - [WSBA Sections](#)
 - [WSBA Committees, Boards, Groups](#)
 - Other Opportunities

Step 3 – Overcoming Barriers to Connection

- Pick events or groups that are naturally interesting to you
- Show up!
- Everyone likes a volunteer
- Interview your colleagues

Step 4 – This is Water

- Persistence in showing up, volunteering, and contributing to things you are interested in will make connecting second nature.
 - You become known to the group/person
 - We are interesting when we're interested
 - One link leads to another

Step 5 – 360 Degree Mentoring

- The individuals we network with or develop a mentorship relationship with will change, but the process should be constant. You want at least:
 - One person who has reached your long-term goal
 - One person who is right ahead of you on your career path
 - One person who is in the same or similar position
 - One person who is coming up behind you

Start Today

- Do at least one of the following per month for the next 3 months
- Pick one organization or event from the lists in earlier slides and go
 - Offer to help at least one person coming up behind you
 - Follow-up with at least one potential mentor.

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