



# The OSUAP Connection

Issue #38

January 31, 2019

*Know an Admin  
who is new to  
The Ohio State University?  
Please forward this  
Newsletter to her or him!*

## Inside this issue:

Values in Action Award	1
4 Myths About Having Mentors	1
Professional Development Links	2

## OSUAP Goals

- ◆ Encourage professional development
- ◆ Develop leadership skills
- ◆ Network with peers

## Special Notes:

- Staff Career Development Grant  
Deadline—1/31 [Details](#)
- Taste of OSU 2019—2/15  
[Details](#)
- 2019 Buckeye Wellness  
Leadership Award Nominations  
due 2/15 [Details](#)
- Pour Your Heart Out Event—  
2/27 [Details](#)
- Weather-related resources and  
closing reminders [Details](#)



Photo: Samantha Primmer receiving her Values in Action Award at the Bravo Recognition Luncheon this month.

## Samantha Primmer Recognized for Values in Action!

Our very own OSUAP Member Samantha Primmer was recognized for her Values in Action at the Bravo Recognition Luncheon this month. Values in Action is an award that allows the Wexner Medical Center to recognize those who create and sustain a culture that inspires our workforce to live the organizational values.

Wexner Medical Center Values are: Inclusiveness, Determination, Empathy, Sincerity, Ownership, Innovation.

To be nominated, Samantha had to demonstrate a minimum of four Wexner Medical Center Values. For those of you who know Samantha, I am sure you know she nailed five on the nomination (with 12 separate examples) and all six including her work with Campus Campaign! One submission started with "Where do I start with Samantha? She is hands down a "RockStar".

Congratulations Samantha! WELL-DESERVED!

## 4 Myths About Having Mentors (and How to Overcome Them) by Jo Miller

Mentors are special people. They take us under their wise, experienced wings and help us make sense of the often-bewildering world of work. Mentors help us to sharpen our skills and smooth out our rough edges. My mentors have helped me discover new strengths, go boldly after bigger goals, and avoid (or bounce back from) some cringe-worthy career missteps. A mentoring relationship is a precious resource, indeed. Are you making the most of yours?

In observance of [national mentoring month](#), and since it isn't always clear how to make the most of a mentor's time and advice, I dipped into the Be Leaderly archive to pull together this list of 11 favorite articles about being mentored. As I compiled the list, I noticed some common themes: four common mentoring myths.

Like any worthwhile professional development



pursuit, being mentored is something you can improve at. If any of these myths resonate for you, click through, read on, and make the most of your mentor's investment in you.

### Myth #1: You can't just flat-out ask a stranger to mentor you

Mentoring relationships can grow organically... if

(Continued on page 2)

## THE OSUAP EXECUTIVE COMMITTEE

Effective Sept. 1, 2018

President: Quanetta Batts  
Vice-President: Gina Scarver  
Secretary: Katrina Matthews  
Treasurer: Heidi Hamblin  
Membership Chair: Roxann Damron  
Member-at-Large: Will Bryan  
Immediate Past President: Tricia Hohl

Have suggestions for the Newsletter?

Want to share some good news?

Let us know!

Email: [Michelle Pennington](mailto:Michelle.Pennington@osu.edu)

Chair, Communications Work Group

Please be sure to submit suggestions by the 1st of each month to be included in the Newsletter!

© 2019 | OSU Administrative

Professionals Group

<http://u.osu.edu/osuap>

Columbus, Ohio 43210



THE OHIO STATE UNIVERSITY

*"Once we believe in ourselves, we can risk curiosity, wonder, spontaneous delight, or any experience that reveals the human spirit."*

~ E.E. Cummings

### Upcoming Important Dates

2/27/2019	Second-session Classes begin
3/11-15/2019	Spring Break
5/5/2019	Spring Commencement

(4 MYTHS from page 1)

you're lucky. Most of the time, you don't just stumble upon a great mentor. Instead, writes Sabina Nawaz, it's up to us to find people we respect and ask for their guidance. But approaching a stranger can be downright daunting. Right now, your inner critic is probably weighing in to add, "Why would that awe-inspiring, accomplished, industry rock-star want to help me?"

To encourage you to make the ask, Nawaz includes a sample example of a persuasive, well-crafted email in in [How to Convince a Stranger to be Your Mentor](#). As you make your request, "Be brief, be gracious, position yourself as a highly-valuable apprentice ... and as always, keep it classy," writes Alexandra Franzen. In [Desperately seeking a mentor?](#) Franzen lays out some additional, valuable advice on what to say (and not to say) as your court your dream mentor.

#### Myth #2: Your mentor will also act as your sponsor

"In the early days of your career, your mentor and sponsor are likely to be the same person," says Carla Harris, Vice Chairman of Wealth Management at Morgan Stanley. (What's the difference between the two? ? [A mentor helps you skill up, whereas a sponsor will help you move up.](#))

But things get more complicated as you progress beyond entry level, cautions Harris. Having one individual fill both roles is less than ideal. Why? Well, your sponsor needs to be squarely focused on what you're good at, so they can act as a wholehearted ambassador for your potential and kick down doors on your behalf. That might be difficult if you've revealed your concerns, weaknesses, fears, or mistakes to them in a mentoring conversation. In [Ask an Exec: Can My Mentor be My Sponsor?](#) Harris describes how to select the best person for each role.

#### Myth #3: You'll eventually run out of things to talk about

Have conversations with your mentor gotten repetitive? Don't write off the relationship too quickly, even if it seems like it may have run its

course. Often, it's not the relationship that's stale—you just need some fresh material to discuss. In [Four Types of Questions To Ask Your Mentor](#) I share four categories of questions to prepare ahead of every mentoring conversation that will keep things interesting – and valuable – for you and your mentor.

Want specific examples? I've listed a bunch in [25 Questions to Ask a Mentor](#). By preparing thoughtfully for each mentoring session, you'll avoid the awkwardness of feeling like you're wasting your mentor's time and ensure the mentoring relationship remains gratifying for both of you for many years to come.

#### Myth #4: Being mentored is just for newbies

As we grow in competence and in our careers, setting aside time to be the recipient of a mentor's advice can seem like an unnecessary burden. But the complexity of situations we have to deal with grows too, and there's no way to predict when a mentor's advice or perspective could be a career game-changer.

"I am proud and happy to be 'mentor-rich'" writes attorney Lyndsay Markley, whose array of mentors includes trial attorney mentors, networking mentors, style mentors, judicial mentors, and rainmaking mentors. "We don't have to be at the beginning of our careers to have a mentor," adds Markley in [The Importance of Mentoring: How Strong is Your Network?](#)



A leading authority on women's leadership, [Jo Miller](#) is a sought-after, dynamic, and engaging speaker, delivering more than 70 speaking presentations annually to audiences of up to 1,200 women. Her expertise lies in helping women lead, climb, and thrive in their corporate careers. Jo has traveled widely in Europe, North America, Asia Pacific, and the Middle East to deliver keynotes and teach workshops for women's leadership conferences, women's professional associations, and Fortune 1000 corporate women's initiatives. Jo is founding editor of [BeLeaderly.com](#). Learn more about her speaking engagements at [www.JoMiller.net](http://www.JoMiller.net) and follow [@Jo\\_Miller](#) on Twitter.

### Professional Development Links

- BuckeyeLearn - <https://buckeyelink.osu.edu/task/all/buckeyelearn>
- Employee Assistance Program (EAP) - <https://hr.osu.edu/benefits/eap/>
- Leadership Center - <https://leadershipcenter.osu.edu/>
- Learning and Development - <https://hr.osu.edu/services/learning-and-development/> and [gatewaytolearning.osu.edu](http://gatewaytolearning.osu.edu).
- Diversity, Intercultural and Community Engagement (DICE) - [go.osu.edu/dice](http://go.osu.edu/dice)