



# The majestic mentor

Holly Kollwelter and Amy Ackermann, Core Endeavors Coaching & Consulting

*“Throughout the pandemic, we’ve heard many stories of organizations experiencing turnover, and the glaring issue of women who’ve left the workforce in droves. With this comes new and often green incoming talent who desperately needs to be connected with a mentor at work.”*

As you reflect on your life, who’s been instrumental in shaping who you are today? When you didn’t quite believe in yourself or what was possible, who helped you gain confidence to reach for what you wanted? Most of us can think of at least a few people; the encourager, the inspirer, the majestic mentor.

Who’s provided a framework, guidance and structure, along with feedback and a dash of accountability? This person helped you create an actionable plan for sustained change and growth. This was your conductor coach.

## Mentor vs. coach: Quick recap

While there is overlap between a mentor and a coach (encouraging self-improvement and providing a safe space for honest sharing), there are many differences. The mentor is typically someone who has specific skills and experience to transfer to another person. Mentoring is more informal and long-term. A coach typically has more formalized training and offers limited advice but abundant tools and resources to help you make decisions, plans and goals. You may run into athletic coaches and life coaches, but most of us have experience with coaching in the workplace.

Chances are, you can easily conjure up memories of a great mentor or coach who’s impacted your life positively. And, you likely can recall the very opposite. The overreaching mentor who tells you what to

do and talks more than listens. The micromanaging coach who provides structure but little room for actual mistakes that lead to growth. Having the right fit and right person in your corner makes all the difference.



And while both are important in life...

## What the world needs now is majestic mentors

Now more than ever, the mentor/mentee relationship is critical in the workplace. Throughout the pandemic, we’ve heard many stories of organizations experiencing turnover, and the glaring issue of women who’ve left the workforce in droves. With this comes new and often green incoming talent who desperately needs to be connected with a mentor at work. During a recent conversation with WDA leaders, we heard loud and clear that mentors are needed.

Whether you are a practice owner or employee dentist, go back to the memories of mentors who evoke

feelings and beliefs that you wouldn’t be where you are today without their support. The people who instilled confidence; your trusted sounding board, making you believe in yourself and what was possible. While they may not have been majestic creatures, their presence and impact on your career and even your life was truly remarkable.

If you are newer to your career, a few things to look for in a mentor:

- Gives advice and guidance, shares insight and feedback
- Listens and acts as a trusted sounding board
- Identifies resources and opportunities to enhance your growth
- Gives you tough love when needed

If you’re in the position to offer expertise and dive into the world of majestic mentorship, think about the qualities mentioned in this article, as well as the qualities you recall from those who impacted your life. Mentoring is about building a strong community and perpetuating the cycle of giving back; long gone are the days of withholding your knowledge and power hoarding to get ahead. There is enough room for us all.

Whether it’s building a mentoring program that will enhance your dental office culture and pave the way to a sustained and powerful workplace or helping you through coaching, Core Endeavors offers that and much more! Visit [www.core-endeavors.com](http://www.core-endeavors.com).