

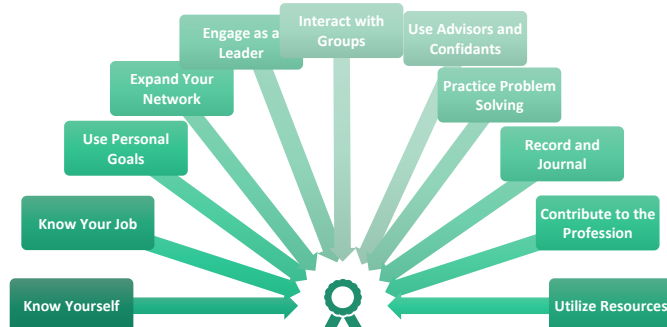


## Issue #8

3/4/2024

# I'm a Court Administrator!\* – Now What?! Issue #8

The Series...covers aspects about being or becoming a court administrator and includes actions and strategies for success. This issue reviews using advisors and confidants.



\* court manager, court director, court executive officer, clerk of court, registrar, or similar titles

## Topic in This Issue:

### Use Advisors And Confidants



Using advisors and confidants can provide feedback on personal and professional strategies, and actions. Advisors and confidants listen, discuss, and help with leadership development and offer a supportive network.



Suggested notes and sources are noted below.

<p><b>Why a Mentor is Important</b> (Indeed.com)</p> <p>A mentor can:</p> <ul style="list-style-type: none"><li>• Support growth</li><li>• Serve as source of knowledge</li><li>• Help set goals</li><li>• Maintain accountability</li><li>• Help make connections</li><li>• Serve as a trusted ally</li><li>• Offer constructive feedback</li><li>• Provide guidelines</li><li>• Offer relevant experience</li><li>• Serve as a free resource</li></ul>	<p><b>The Power of Wise Counsel</b> (LinkedIn)</p> <p>An advisor can:</p> <ul style="list-style-type: none"><li>• Allow for a second set of eyes</li><li>• Impact effectiveness</li><li>• Offer constructive dissent</li><li>• Provide fresh analysis</li></ul>	<pre>graph TD; Mentors --&gt; Guides; Mentors --&gt; Coaches; Mentors --&gt; Examples[Examples of Helpers]; Examples --&gt; Colleagues; Examples --&gt; Partners; Examples --&gt; Advisors; Examples --&gt; Counselors;</pre>
<p><b>How an Advisor Really Works</b> (Forbes)</p> <ul style="list-style-type: none"><li>• Focus on thought patterns</li><li>• Help name feelings</li><li>• Focus on facts over feelings</li><li>• Caution on ego or approval needs</li></ul>		
<p><b>Executive Coaching Can be Used to:</b> (LinkedIn)</p> <ul style="list-style-type: none"><li>• Assess proficiency, strengths, and gaps</li><li>• Challenge assumptions</li><li>• Teach frameworks, tools, and systematic methods to analyze problems</li><li>• Expose to scenarios to think ahead, anticipate changes, and adapt</li><li>• Provide feedback and support</li></ul>		
<p><b>Build Your Own Board of Directors</b> (HBR)</p> <ul style="list-style-type: none"><li>• Use an expansive network of individuals</li><li>• Use the Board of Directors as independent advisors</li><li>• Seek each director with a different specialization: great manager, savvy freelancer, wise parent, compassionate friend, talented peer)</li><li>• Obtain those with experiences distinct different from your own</li></ul>		
<p><b>The Power of Mentorship</b> (Forbes)</p> <ul style="list-style-type: none"><li>• A mentor gets the mentee unstuck</li><li>• A mentor is non-judgmental</li><li>• A mentor listens with an open mind</li><li>• A mentor helps to identify a clear path</li></ul>		
<p><b>Build a Circle of Advisors</b> (HBR)</p> <ul style="list-style-type: none"><li>• Curate and consider advisor style (expertise, depth, additional specialized skills)</li><li>• Build the circle of those who vary on background, industry, roles, and skill set</li><li>• Develop a small group for deep relationships</li><li>• Consider advisors with “extras” – skills in your core values, interests, and support needs</li></ul>		
<p><b>Benefits of Mentoring</b> (Forbes)</p> <ol style="list-style-type: none"><li>1. Boost engagement and activity</li><li>2. Improve employee retention</li><li>3. Build a culture of knowledge sharing and collaboration</li><li>4. Develop high performing employees and build a leadership pipeline</li><li>5. Build a healthy work environment</li><li>6. Increase company profitability (productivity)</li></ol>		
<p><b>How to Find a Mentor?</b></p> <ul style="list-style-type: none"><li>• Evaluate your network</li><li>• Ask a role model for help</li><li>• Make connections with a variety of people</li></ul>		



#### References and Resources

Jamie Birt, 24 Reasons a Mentor is Important, Indeed.com, 7/31/2023  
Sanjay Agal, The Power of Wise Counsel: A Leader is Only as Good as Their Advisors, LinkedIn 7/22/2023  
Beth Jannery, Leading Leaders: How an Advisor Really Works, Forbes, 9/27/2022  
What are Some Strategies to Develop Strategic Thinking Skills in a Coachee?, LinkedIn, 2/8/2024  
Mimi Aboubaker, Forget Mentors, Build a Circle of Advisors, Harvard Business Review, 6/29/2022  
Susan Stelter, Want to Advance in Your Career? Build Your Own Board of Directors, Harvard Business Review, 5/9/2022  
Matthew Reeves, 6 Benefits of Mentoring in the 2023 Workplace, Forbes.com, 10/6/2023  
Jon Dwoskin, The Power of Mentorship, Forbes.com, 9/3/2020

#### QUESTIONS TO CONSIDER:

Do you have a mentor? If not, is there someone who can serve as a mentor?  
Are you making the most of trusted advisors and friends?  
Can you create your own board of directors?



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