



## Issue #8

3/4/2024

### Topic in This Issue:

### Use Advisors And Confidants



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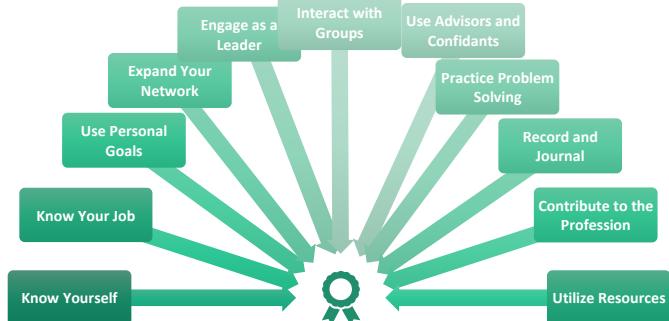
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# I'm a Court Administrator!\* – Now What?! Issue #8

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

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) 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) 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> <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>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>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>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?

