Career Mentors are a Must—Multiple Ones are a Plus

We hear it all of the time, and it is true: those who are more successful in business are likely to have a mentor who has invested time and energy in shaping them into the successes they have become. Have you ever considered the advantages of having multiple mentors? Research shows this trend is advancing rapidly. In the past, people sought a mentor who was grounded in the career path the mentee was seeking. Once people determined the plan of advancement, it was with one company, and usually it entailed regular steps up the ladder.

Today, however, employment is different. There are fewer and fewer corporate entities where people begin their career in the mail room and retire as a vice president. Businesses are smaller, and with the global focus and high technology that accompanies job positions today, it is a whole new world.

Mentors help you develop relationships with people who have interests similar to yours. If you have more than one mentor, your possibilities can expand exponentially. Having several mentors also allows you to better clarify what direction you want to head. Mentors are a great source for helping with redirection when needed.

When you are seeking mentors, they need to be people willing and able to coach you according to your needs. Time commitments may be hard to come by. One person may not be strong in all of the areas you need to address, and for this reason, it is wise to choose to work with different people to address different aspects of your professional goals.

Mentors are valuable in many areas. Mentors:

1. May be a help as you navigate the job market in the first place.
2. Can be an asset to managing the various aspects of your life.
3. May be of valuable assistance in deepening your knowledge in your field or even suggesting further study to broaden your scope.
4. Could be the catalyst for identifying new opportunities you had not considered.
5. Can help you set goals and give you an avenue for some accountability as you develop.
6. May act as a sounding board when you are having problems making things come together.
7. Can possibly help you with stress and time management—whether career- or family-related.

As you progress through your career, be open to new people and ideas. Be aware that mentoring takes time and energy on the part of a mentor, as well as yourself. By utilizing a variety of people, you are apt to get a variety of fresh ideas on your path. Once you are at least somewhat established, don’t give up your mentors. You should, however, be open to becoming the mentor someone else needs.
Ways to Reduce Your Anger

Anger is not healthy. All of us have pangs of anger at some time or another; however, if we allow it to consume us, we create anxiety. If we don’t redirect anger, it is easy to become a slave to it, and we are likely to become physically and/or emotionally drained. Some ideas that can help identify and redirect the anger include:

**Anger takes energy.** No matter how it is expressed, anger takes a lot of energy to maintain. When you are using your energy to be angry, even silently angry, you don’t have enough left over for anything else. Your resources can actually be drained by this negativity.

**Depression can be anger.** If you find yourself depressed or blue and don’t know why, think back over the past twenty-four hours, and try to figure out who may have done something, or what may have happened to trigger your anger. (Depression can be the result of repressed anger.) Look for tension—a clear clue is repressed anger.

**Recognize your anger.** Once you recognize your anger, sit quietly and listen to your inner dialogue. Are you vested in a certain outcome? Is your anger connected with fear of losing something, or not getting something you want? Look for a hidden agenda you may have that is driving you to gain something—a reward, approval, acknowledgement, a bonus or affection—the list is endless.

**Choose positive approaches.** Believe it or not, anger can be used to reach positive outcomes. Often your anger motivates you to change something—whether it is a process, a relationship, or an idea. However, these changes can only occur if the anger is recognized and addressed. The past is discarded, and unrealistic expectations are channeled appropriately. Most importantly, anger should not be used to perpetuate more conflict.

Knowing the source of your anger is one thing, but managing it can be difficult. This will surely take practice as you implement these principles over time. If you truly take time to look at your own behavior when you become angry, you are on the road to handling it.

**This introspection requires you to 1) own the anger, 2) recognize blocks to expressing anger, 3) release the anger appropriately, 4) write an anger inventory list, 5) confide in someone, 6) construct goals and solutions, 7) fuel positive growth through redirection, and 8) use anger for positive outcomes.**

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