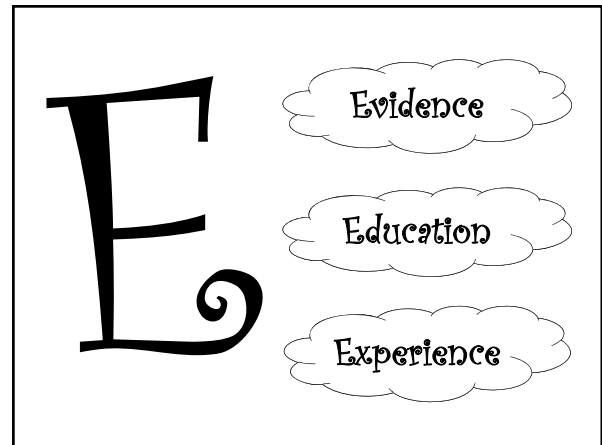


*Everyone who makes it, has a mentor*  
*Harvard Business Review*

### Being a Mentor

- Increased responsibility for others
- Broadens your interests, knowledge, and capabilities
- Provides multiple rewards
- Develops a wide network of colleagues
- Promotes excellent problem solving, listening, communication, and advocacy

**Why Mentor?**  
Because it's your turn to give back.



### Learn from experiences

- **POWER rounds**
  - Patient of the Week
  - Education Rounds
- **RECAP meetings**
  - Review of events, codes, & procedures

- Clinical Inquiry
- Mentoring Programs
- Reflection on Practice

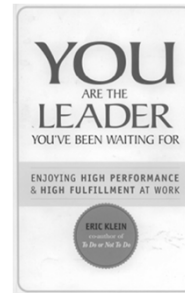
## The Burn ICU Experience

## A story

*We cannot become what we need  
to be by remaining what we are.*

*Max Dupree*

***YOU*** are the Leader  
You've Been Looking For!



## What is Success?

- Diligence
- Doing right
- Ingenuity



*"Betterment is perpetual labor."*

## Harvard Business School

1. Ability to learn on the job
2. Listening and oral communication skills
3. Adaptability
4. Personal management skills
5. Interpersonal & group effectiveness
6. Leadership potential
7. Intellectual or technical skill set

## Characteristics of an Expert

- Clinical
- Behavioral

## Time to Think

"Slack Time"  
*Karlene Kerfoot*

**Attitude**

The Dip:  
Secret to Success



The Dip: A Little Book that Teaches you When to Quit (and When to Stick) Seth Godin (2007)

## Tapping into Passions & Talents

## Using Your Gifts


- Generate energy
- Intrinsically rewarding
- Are fundamental to who you are
- Timeless
- Serve others



Why did you become a nurse?

Four Ancient Gifts

Earth      Fire      Water      Air

**Gift of Fire** 

**Fire energy is...**

- Ambitious
- Visionary
- Courageous
- Confident
- Independent
- Determine
- In Control
- Goal Oriented

**Fire gifts include...**

- Setting & achieving goals
- Envisioning the future
- Taking charge
- Rallying others to the cause
- Competing to win
- Inspiring others
- Setting the pace
- Being decisive

**Gift of Fire**

ED, ICU, PACU RN  
Rapid Response Team  
Charge Nurse

**Gift of Water**

**Water energy is...**

- Understanding
- Intuitive
- Easy going
- Supportive
- Compassionate
- Genuine
- Reflective
- Nurturing

**Water gifts include...**

- Mediating conflict
- Teaching
- Working on teams
- Using diplomacy
- Encouraging, understanding others
- Facilitating groups
- Selling
- Putting people at ease

**Gift of Water**

Preceptors  
Mentors  
CNS, Educators  
Coaches

## Gift of Earth

### Earth energy is...

- Focused
- Industrious
- Loyal
- Practical
- Well-prepared
- Dependable
- Logical, analytical

### Earth gifts include...

- Detailed planning
- Trouble-shooting
- Organizing anything
- Doing it right the first time
- Creating systems
- Keeping teams on track
- Accepting responsibility

## Gift of Earth

Military nurse  
 Annual conference chair  
 Project manager  
 Beacon or Magnet coordinator  
 Practice Council Chair

## Gift of Air

### Air energy is...

- Spontaneous
- Curious
- Communicative
- Multi-tasking
- Analytical
- Innovative
- Idea-centered
- Flexible

### Air gifts include...

- Adapting to change
- Expanding limits
- Improvising
- Writing
- Speaking
- Explaining
- Motivating others through ideas
- Starting new projects

## Gift of Air

Nurse Manager, Administrator  
 CNS  
 Researcher  
 QI or EBP Project  
 Writer  
 Chair of journal club

Where does this take us?

*Whatever you can do, or dream you can, begin it.  
 Boldness has genius, power, and magic in it  
 Goethe*