

## TIP 2

Now, let's go to tip number two.

Find mentors and coaches that can help you.

Fairly simple, right?

Well, this is very, very important.

I know in my career, I've had the opportunity to have both and I hope you find some for yourself.

First, let me talk about the idea of having a buddy.

Now a buddy is not a coach, not a mentor.

A buddy is a person that hopefully your supervisor will provide you when you come on to show you around, and get familiar with the office culture, get to know where things are, and that buddy may only stick with you for the first three or four months, and their job basically is to help orient you to the work and the job location.

Now, coaches, coaches are people within your discipline.

It could be like wildlife or range or the state lead for wildlife or range.

You need to help them do on-the-job training.

Not everything will be taught at the national training center.

You need to find a good coach that will help awe long.

-- you along.

They don't need to be in your office.

They could be anywhere in the BLM, just as long as they are qualified and you are comfortable talking to them about some issues and some needs that you have.

The second part is the idea of a mentor.

Now, mentors are people that are kind of senior advisors to you.

They will help you inch your career along, people that you can talk to and work with.

These mentors are great folks to know and to get to be part of your cadre of references and support.

I had a mentor.

I'm sure Leon has also.

We have a web site on our National Training Center page, which gives you some frequently asked questions about mentor programs.

That web site was compiled by our leadership academy students and if you just go to the NTC web site and type in mentoring program, it will pull -- it will come right up.

Now, Leon, I know this was some important points you wanted to make and there's some great state programs out there that you would like to highlight.

>> L. Thomas: That's right.

We have some excellent models out there as far as the mentoring goes.

Arizona has a great program and so does Oregon and Alaska.

Also in our SCEP we do an excellent job of aligning mentors with mentees.

We require that the people in our leadership programs, emerging leading academy have mentors as well.

What we did is we got a good cross section of people involved in these programs.

We asked someone from Oregon, also Alaska and Arizona, and more from SCEP.

We have more to come that one.

>> D. Charpio: It's nice to get that one done sooner than later.

I know a lot of employees in the big idea, brought up new orientation, training, as well as how do I get to have a mentor or so forth.

What about you, did you have a mentor when you first came on?

And do you have one now?

>> L. Thomas: I sure did.

I started out off as a SCEP student and I had a mentor there.

I had some great coaches along the way and right now I have a wonderful mentor in Jesse June.

>> D. Charpio: I know Jesse and I'm sure he's doing a great job.

At my age, I like to have a mentor, because my career is not finished.

Hopefully you take the opportunity to find that one person or maybe two or three that you are comfortable with.

Let's go to tip number three.

Leon.