



# NIKE

NIKE The official publication of New York State Women, Inc.

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NEW YORK STATE  
**women**, INC.

## Our Mission

To connect and build women personally, professionally, and politically.

## Our Vision

To empower women to use their voices to create positive change.

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Dated Material – Deliver Promptly



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# NYS Women, Inc. – The State of the State



## Motivate and Mentor

-Janet Carey  
NYS Women, Inc. President, 2023/2023

### WARM GREETINGS TO ALL!

Winter has finally returned here in the Hudson Valley after three weeks of January rain and winter activities are back in play.

This issue's focus on my theme of "Choose your PATH and MOVE" is the letter "M" in MOVE – MOTIVATE and MENTOR – a great start for the new year. This is certainly the recognized time of year for people to make resolutions that will benefit them and change them in some way – better health, feel calmer, uncluttered homes, start new classes, new courses, new relationships, plan travel destinations, find more family or personal time, etc. Just what motivates them to do this? How many are still actively pursuing their New Year's goals three weeks into the 2023?

Motivation, as we know, is the reason one has for acting or behaving in a particular way – it describes why a person does something and it is a driving force behind human actions. Motivational speakers are highly sought after for their ability to inspire people to take action and move toward a goal. How exciting is it to learn that someone has met their challenges and obstacles and continued toward their goals and has lost 50 pounds, decluttered their home, saved up for that bucket list vacation or gotten a sought-after promotion? For some, just learning of someone else's success is a motivator – "if they can do it, I can, too!" But having a desire to accomplish something is often not enough. You can't drive the car if you don't start it first. There must be an activation decision to initiate behavior. Once started, there must be some purposeful goal – directed behaviors in place to guide you. You need a map, or better yet, WAZE to keep you on course. A system that will help you reroute if the going gets tough, adjust your goals if traffic or weather becomes problematic. A system that will help you prioritize the things you want to see en route if you get behind schedule. Whether you are navigating an interstate or a rural bumpy road, confidence in your driving skills will enable you to move forward. Some drivers are timid at night or on a multi-lane superhighway or leery of a country road. You meet many challenges as you travel on the road and dealing with each as it occurs will give you the experience to continue.

How does one stay motivated to reach their destination?

**"If you are going down a road and you don't like what is in front of you, and look behind you and don't like what you see, get off the road. Create a new path."** - Maya Angelou

Remember your mission. Be persistent – keeping your sight forward on the road ahead and appreciating the distance you've already traveled. As you get closer to your destination or goal, your intensity and energy will play a big role. Keep a positive attitude – something you always have control over. Focus on success – play to win! As a long-time coach working with many athletes, I've seen how it's the ones who focus on making each game their best game ever that do just that. Do not waste time doubting yourself. We all have days when we feel less inspired to move forward, but those are the days when we need to the most – when our daily rituals and preparation enable us to continue. Celebrate small victories. Share your challenges and ask for support.

For some, motivation is intrinsic – that internal drive for a sense of purpose or success and they feel inherent satisfaction in the fun or the challenge – it feels good to them. They do it because they love it and there are added benefits – such as a higher level of creativity, increased learning capabilities and psychological wellness. It gives people the sensation that they are accomplishing something important.

Others function with extrinsic motivation – doing an activity to attain an award or avoid a separate outcome – financial gain, benefits, grades, perks, trophies, etc. Very often routine tasks are rewarded extrinsically. Short term projects that need to be completed quickly may have rewards and long term projects that may get boring can feature incentives to keep participants motivated. Parents very often offer rewards for schoolwork or homework. And how many people choose a credit card for its mileage rewards?

Many factors influence motivation. Those usually cited include: a challenge that has personal meaning, control – people want control over themselves, cooperation – people feel satisfaction from helping others, curiosity – when something grabs an individual's attention and stimulates them to learn more and lastly, of course, recognition – we enjoy being recognized for our accomplishments.

One way to stay motivated is to ask for support from mentors, the other "M" in MOVE. And what is a mentor? The dictionary defines it as "an experienced and trusted

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2023

MONTHLY

15

Communicator deadline

MAR

11

Spring Board meeting

MAR

15

NIKE submissions deadline

We connect  
and build  
women  
personally,  
professionally  
and politically.

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## From the Editor

**“Fear kills more dreams than failure ever will.”**

— SUZY KASSEM



IN 2022 OUR FOCUS FOR NIKE MIRRORED NYS WOMEN, INC. President Janet Carey's yearlong themes and we continue in the same vein this year with her “MOTIVATE AND MENTOR!” theme for our February/March issue.

According to the Merriam-Webster dictionary a *mentor* is a “trusted counselor or guide.” And the verb *guide* is to give advice and instruction to (someone) regarding the course or process to be followed.

So, there we have it: a mentor is able to guide and advise; but they're can help to inspire women to achieve more. Female mentorship is so important because it helps women level up in their careers, supports gender equality, and helps close the pay gap. Mentoring women also supports female representation in leadership. Providing female entrepreneurs with mentors helps them build their businesses.

And the benefits to young women and girls can be immense: Mentoring is often one component of a program that involves other elements, such as tutoring or life skills training and coaching. It's been shown that mentorship increased high school graduation rates; lowered high school dropout rates; led to healthier relationships and lifestyle choices; enhanced self-esteem and self-confidence; and led to stronger relationships with parents, teachers, and peers. (*Source: https://youth.gov/youth-topics/mentoring/benefits-mentoring-young-people*)

Our cover story author Claire Knowles asks “Do you need a mentor? Do you need a sponsor? What's the difference?” (See her article on the next page.) We hear “Women's Words of Wisdom on Mentorship” on page 8 and all about the “Successful mentoring of women” on page 9.

“A mentor nourishes and guides” (page 12) by Cathy Moore was originally published in the Watertown Daily Times, June 3, 2017. And for those looking to *be* a mentor, “Mentoring: Creating Mutually Empowering Relationships” on page 13 gives us some mentorship strategies.

“Motivation – The force that drives you to do things” (page 10) outlines ways to motivate others as well as some self-motivation tips.

What women truly need are support networks. And certainly an organization like ours can provide that for a woman at any stage of her life. We give women opportunities to build connections – both personal and professional – and find support. ☺

*-Joyce DeLong*

**MAY/JUNE 2023 ISSUE DEADLINE: MARCH 15, 2023.** Add

NIKE in your email subject line and send to the attention of Joyce Delong, NIKE editor or Katharine Smith, associate editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher with permission to republish and credit line to be included with the article.

## Feature: Motivate and Mentor



**Are You Trying to Advance in the Work World...  
But You're Not There Yet?**

**Do you need a mentor? Do you need  
a sponsor? What's the difference?**

**It has been said that a great mentor will guide  
you to the right doors, and a great sponsor will  
help knock them down for you.**

### MENTORSHIP:

*Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.* The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise or wisdom. Mentors act as a sounding board, offering advice as

needed and support and guidance as requested. Mentors coach. Mentors counsel. Their experience and perspectives are key for helping a mentee to learn how to navigate within the organization.

Mentoring has been around for a long, long, time. It is one of the oldest forms of influence. Eleanor Roosevelt, for example, noted (in a 1951 *Look* magazine article) that Louis Howe, the Roosevelt's political architect had the most influence on her personality and her character, as

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# Do you need a mentor? Do you need a sponsor?

Continued from page 5

she learned to navigate the political world of the time. Over 50 years earlier, Susan B. Anthony and Elizabeth Cady Stanton worked together in their quest for Women's Rights. They not only provided each other life-long



friendship, but mentorship – strong advice, support, feedback and encouragement to orchestrate the fragile suffragette movement. Go back much further in time, to the Greeks, where in Homer's *Odyssey*, Telemachus is placed under the trusting guidance and influence of Odysseus's friend, named **Mentor**, while Odysseus went off to war. Thus, the origin of **mentorship**.

In today's business world, mentoring processes can be formal (more structured) or informal (built on relationship), and generally include:

- Voluntary pairing of experienced with less experienced
- Mutually-agreed goals/expectations
- Significant relationship building

Think of your most influential mentor. If there's someone to whom you owe a debt of gratitude for guiding/influencing you at one of your important crossroads, don't wait to express your appreciation – in detail and, if possible, in person!

- The mentor offers knowledge, insights, perspective, wisdom
- The mentee realizes steps to potential, answers to questions
- Involves commitment to listening and learning

Recognize that mentoring is not a "buddy system" for on-boarding a new person in an organization or a business. It is much deeper than that. It is a one-to-one connection that provides new perspectives for on-going learning, and a safe place where questions and concerns can be shared and discussed within a trusting relationship. Often, a less-experienced person, recognizing she needs some good guidance, will seek out a person with knowledge, expertise, or perceived wisdom and respectfully ask for an on-going mentoring relationship.

## SPONSORSHIP:

Often, talented women need more than just the advice and encouragement of a professional mentor. Sponsors are those people in an organization or business who can better position women to advance in the workplace—a powerful person to open doors for you. Unlike a mentor, a sponsor is someone who not only can advise you on your career, but can actively help advance it. They can use their credibility to advocate for you. Having an advocate in a key position in the organization – to go to bat for you, or to introduce stretch assignments that will advance your career – is important.

According to a 2011 *Harvard Business Review*, sponsors not only advise their charges, they promote, protect, prepare and push them. They provide a broad perspective when they give critical feedback. While mentoring is a gift, a sponsorship is more transactional. A senior person is not going to go out of their way unless you have proven your worth. Sponsors are vested in their protégés, offering guidance and critical feedback because they believe in you. Sponsors find ways to provide growth experiences, challenges to prepare for the next level, and give you an opportunity to shine and prove your value. (You don't want to let your sponsor, or yourself, down.)

Jane Porter, who wrote, *Hit the Ground Running* for *FAST Company*, advises several strategies to develop a relationship with a sponsor to fundamentally shift your career. Here are a few:

- Join networks filled with influential people – look for networks you have access to that have more senior people involved. Make yourself visible. Go the extra mile.
- Build a rapport with a potential sponsor that makes them confident not just in your abilities, but also in your loyalty to them. Seek out several sponsors, male and female. When it comes to women's advancement, men matter – the reality is that men occupy 80% of senior business roles in the U.S., so cultivating relationships with male colleagues is also important. We need a push and pull for moving female leaders up the ladder.

- Turn a mentor into a sponsor. Identify someone who could be a great sponsor, and first ask that person to mentor you. Over time, once you've developed a solid rapport and have proven your talents and abilities, the relationship can move into more of a sponsorship dynamic.
- Understand that sponsors are gatekeepers. You have to keep your best foot forward, inspiring confidence in them that you can handle what's put in front of you. It is a relationship built via one proven step at a time, through one gate at a time.

Should you have both a mentor and a sponsor? Why not? Sylvia Ann Hewlett, female economist and author of *Forget a Mentor, Find a Sponsor* (2013) notes that while it is good to have an important, meaningful and successful mentor relationship, a sponsorship is harder to come by – yet the sponsorship can make a much more tangible difference in your career. With a little strategizing, together with strong work performance, and clearly making yourself valuable and visible, you can benefit from finding a powerful person to help open doors for you. So what is the next door that you need to



## A mentor encourages you to climb a tree to new heights. A sponsor goes out on a limb for you and champions you to others.

have opened? And what can you do, right now, to start strategizing in that direction?

An obvious question remains: Shouldn't your current boss or supervisor be working to promote, prepare, protect and push you forward? Shouldn't that person (to whom you report) be expected to have your best career interest at heart? to provide stretch assignments and to open doors so that you can advance? That answer is yes. (It should happen that way.)

Professional advancement is what can happen when you have a savvy supervisor or manager who sees your value from the get-go, is willing to give you growth and development assignments, provides you with clear expectations and critical feedback for continuous improvement, while being open to and excited for your proving your success on the career ladder. Discussions with your supervisor or manager specific to this subject should be ongoing and frequent. Unfortunately, many supervisors and managers in businesses and organizations are behind the 8-ball in possessing the critical leadership skills

*and managerial courage needed to effectively be promoters for the people that report to them.* For a variety of reasons, they fall short on demonstrating emphasis on growth and development, on providing honest and critical feedback or promoting performance – thus making the value of seeking mentors and sponsors tantamount to your career growth.

You seek out mentors and sponsors because you know your own value, because you want to continuously grow and develop and because you know that your contributions to the organization will be even greater as you work to climb the beckoning career ladder. You also know that it is hard to do it alone.

*Claire Knowles is a 2-time Amazon best-selling author, speaker and business leadership consultant, helping leaders (especially women leaders) and their teams become the most effective they can be at accomplishing their goals (together). She is a member of the Buffalo Niagara Chapter of NYS Women, Inc. She can be reached at [www.ClaireEKnowles.com](http://www.ClaireEKnowles.com) or 716-622-7753*



## Women's Words of Wisdom: Mentorship

I felt, as a lawyer, when I was mentoring and working with kids, that I gained a level of groundedness that I just couldn't get sitting on the forty-seventh floor of a fancy firm. Selfishly, it gives me joy – it makes me feel like my life has a purpose.

**-Michelle Obama, former First Lady**

Without access to mentors and organization sponsors who can provide much-needed advice, coaching, and counsel, many of us are not prepared for the real game that is being played. It is as if we are trying to play soccer on a baseball diamond.

**- Brenda Harrington, author "Access Denied: Addressing Workplace Disparities and Discrimination"**

Every great achiever is inspired by a great mentor

**-Lailah Gifty Akita, author, Think Great: Be Great!**

I think mentors are important and I don't think anybody makes it in the world without some form of mentorship. Nobody makes it alone. Nobody has made it alone. And we are all mentors to people even when we don't know it.

**-Oprah Winfrey, talk show host, television producer, actress, author, & philanthropist**

Don't ever underestimate the power of mentoring someone, or helping some young actor, doing a favor for them, or introducing – everyone needs somebody to help them along when they're first starting out.

**-Allison Janney, American actress**

To realize value, mentoring partners must create relationships where both mentor and mentee can show up fully and authentically.

**-Lisa Fain, author, "The Mentor's Guide: Facilitating Effective Learning Relationships"**

In order to be a mentor, and an effective one, one must care. You must care. You don't have to know how many square miles are in Idaho, you don't need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you're sharing with.

**-Maya Angelou, American poet**

I think the greatest thing we give each other is encouragement...knowing that I'm talking to someone in this mentoring relationship who's interested in the big idea here is very, very important to me. I think if it were just about helping me get to the next step, it would be a heck of a lot less interesting.

**- Anne Sweeney, entertainment executive**

# Successful mentoring of women.

by Rebecca Vasquez, MD  
and Amit G. Pandya, MD

Mentorship is essential to the growth of an individual. A career in medicine is associated with tremendous challenges and opportunities during which mentorship can be particularly helpful. The benefits of successful mentoring extend well beyond those offered to the individual mentor and mentee. Organizations that embrace mentoring are rewarded with higher levels of employee engagement, retention, and knowledge-sharing (Benson et al., 2002). In fact, mentoring has proven so beneficial that more organizations, including academic centers, have been offering mentoring or professional development programs to their employees over time.

For an individual, successful mentoring can lead to greater career success, including promotions, raises, and increased opportunities. Research on the careers of academic professionals shows that junior faculty with mentors publish more articles, feel more confident in their capabilities, and are more satisfied overall with their career than those without mentors (Levinson et al., 1991).

For women, studies on the outcomes of successful mentoring demonstrate increased retention rates and more success in obtaining promotions and research grants for those who have mentors. Additionally, successful mentoring of women has been shown to help minimize feelings of isolation and contribute to increased self-confidence and work engagement (Dutta et al., 2011; Levinson et al., 1991; Varkey et al., 2012).

Previous studies have shown that women consider mentoring more important than men do. They also have a significantly greater improvement in professional development from mentoring; however, women are less likely to have mentors or receive formal mentorship early in their careers compared with men (Cross et al., 2019).

For women in medicine, mentoring can be complicated by organizational factors, such as a lack of formal mentoring programs for women, lack of older women available as mentors, and mentors with specific expertise.



In addition, both personal and relational dynamics can play a role in finding a suitable mentor (Cross et al., 2019). Some attributes that should be considered when choosing a mentor are trustworthiness, shared values, and the ability of the mentor to facilitate networking. Multiple mentors or group mentoring can help expand the pool of mentors for women and may better suit the evolving needs of female faculty (Koopman and Thiedke, 2005; Welch et al., 2012).

Effective mentoring should not have a top-down approach. Both individuals must be involved in the relationship, and a specific skill set, consideration of personal/cultural/relational factors, and organization of communication and collaboration are required (Straus et al., 2013). To explore what specific skills or attributes allow for successful mentoring, one of the authors (A/G.P.) asked five prior and current female mentees, including the first author, to describe what attributes of mentoring were most valuable to them. Several themes emerged from this activity.

### Be accessible

Similar to the results of prior studies, perhaps one of the most important skills an effective mentor can develop is to simply be there for the mentee (Cross et al., 2019; Straus et al., 2013). Mentees emphasized the importance of being accessible, approachable, and welcoming. Seek out and check in on mentees. This can help reaffirm a sense of commitment and show them they are a priority.

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# Feature: Motivate and Mentor

## Motivation. "The force that drives you to do things."

Motivation is critical to success, so it is easy to understand why this is such a hot topic in so many different fields. Experts are always looking for new ways to do everything from improving student motivation to increase the motivation to exercise.

### Take control.

People often feel more motivated when they feel like they have control over what is going to happen. Have you ever been part of a group where you felt like you really had no personal control over the outcome? Did you feel particularly motivated to contribute to the group? One of the reasons people sometimes dislike "group work" is that they lose that individual sense of control and contribution. What can you do to take back control in group situations?

- If you're working in a group (or trying to motivate a group of followers), finding a way to make each person feel empowered and influential can help.
- Give individuals control over how they contribute to how their ideas are presented or used.
- Allow group members to determine what goals they wish to pursue.

### Don't visualize success.

One of the most common tips for getting motivated is to simply visualize success, yet research suggests that this might *actually* be counterproductive. The problem is that *people often visualize themselves achieving their goals, but skip over visualizing all the effort that goes into making those goals a reality.*

- Instead of imagining yourself suddenly successful, imagine all the steps it will take to achieve that success.
- What challenges will you face? Knowing what you might encounter can make it easier to deal with when the time comes.
- What strategies can you use

to overcome those challenges? Planning ahead can leave you better prepared to overcome the difficulties you might face.

### Self-motivation

*Self-motivation is the force that drives you to do things.*

It's the drive you have to work toward your goals, to put effort into self-development, and to achieve personal fulfillment. The four components of motivation:

- Achievement drive, or the personal drive to achieve, improve, and meet certain standards;
- Commitment to your own personal goals;
- Initiative, or the "readiness to act on opportunities";
- Optimism, or the tendency to look ahead and persevere with the belief that you can reach your goals.

Self-motivation is all about where your drive comes from: your motivation comes from within and pushes you to achieve for your own personal reasons.

If you are only motivated to achieve standards set by someone else and not for your own internal satisfaction, you are probably not self-motivated.

### The Importance of Self-Motivation

As you have likely already guessed, self-motivation is an important concept. While pleasing others and meeting external standards can certainly motivate us to get things done, such efforts aren't exactly labors of love.



Doing things because we feel we have to do them or to gain some external reward is enough in many cases, but it doesn't invoke the passion needed to drive innovation and excellence.

It's fine to use external sources to motivate you in some areas, but external motivation is less likely to leave you feel personally fulfilled and find deeper meaning in your life.

Not only do we generally do better work when we're self-motivated, but we're also better able to cope with stress and are simply happier when we're doing what we want to be doing.

Self-motivation is driven by a set of skills that are within your control. Here are six vital skills that form the foundation of self-motivation, and they're all skills you can develop through sustained effort:

- Setting high but realistic goals ("SMART" goals)
- Taking the right level of risk
- Constantly seeking feedback to figure out how to improve
- Being committed to personal and/or organizational goals and going the extra mile to achieve them
- Actively seeking out opportunities and seizing them when they occur
- Being able to deal with setbacks and continue to pursue your goals despite obstacles (in other words, resilience).

### Set SMART Goals

Setting SMART goals is a great way to enhance your self-motivation. When you set goals, they should be:

- Specific
- Measurable
- Attainable
- Realistic
- Timely

Creating goals for yourself is one of the best things you can do to build a foundation for self-motivation. And if your goals are SMART, you are much more likely to find it easy to motivate yourself.

# Chapter & Region News

## Central NY Chapter – Region 5

- submitted by Ala Ladd



National "Clean Out Your Fridge" Day  
Special Guest: Victoria Kane

Partnerships are so very important for our organization and the Central NY Chapter wanted to share some of its collaborative activities in autumn 2022. The

chapter partnered with Syracuse Federation of Women's Clubs, helping them to collect 167 donated boxes of Jello for the Salvation Army Thanksgiving food drive and showed its support for domestic violence awareness (*top photo*).

Photos are from the chapter's November 15th meeting, which included speaker Melissa Roeder from Joseph's House (*middle photo*) and a business professional spotlight with Victoria Kane (*bottom photo*).

## Rome Professional and Business Women Chapter – Region 5

- submitted by Beth Jones, president

The Rome Chapter celebrated its annual holiday party on December 9th at Delta Lake Inn. Members were asked to bring an unwrapped gift to exchange.



President Beth Jones presented Sara and Jim Ayala with a hand-crafted holiday wreath for their tireless volunteer service to the chapter's events. This token of appreciation will be given at the end of each year.

The chapter's newest member is Jaimie Stasio. Jaimie is the first woman fire fighter in the City of Rome. She is also a Codes officer, EMT, and an entrepreneur. Jaimie was honored during the chapter's annual "Yellow Rose of Challenge Award" held in October 2022.

*Top photo: Katie Friot (left) won the door prize and Sara Ayala was presented with a hand crafted wreath as "Volunteer of the Year" – starting a new tradition to show appreciation to a member for their service to the chapter.*

*Group photo, left to right: JoAnne West, Katie Friot, Sara Ayala, Robin Bridson, Jaimie Stasio, Beth Jones, (sitting) Jim Ayala.*

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## Feature: Motivate and Mentor

# A mentor nourishes and guides.

by Cathy Moore

HOW DO WE HELP OUR GARDENS GROW? WE provide the conditions that our plants need, of course. Sunshine, water, good seed, nutrients, and time are essential. Don't forget to add a little thinning and weeding to make the plants strong and fruitful. Finally, we wait for enough time to allow all these elements to meld together in beauty and production.

Nurturing a garden is a common analogy used to reflect on the role of mentorship. Mentors can offer many benefits to their protégé. I am particularly interested in this arrangement as I sit in my office and

make arrangements for an office of summer interns. These students are eager to translate book learning and academics into real live experiences. How can a workplace create an environment that positively impacts their decisions?

Watching my grandson step into his first work experience is another opportunity to wonder at the significance mentoring can have influencing someone's future. He is so jazzed about this new working world he is learning about. I wonder how much influence this new experience working side by side with a

person who has an interest, passion and expertise about a subject my grandson never before imagined existed. And he gets paid!

Is this just another summer job working on a farm? Or will this experience of hard work, learning new skills and working cooperatively with others shape a strong work ethic, suggest new career options or even pique an interest that opens new vistas? Can working on a farm do all that? Good mentoring suggests it can.

Protégé outcomes are generally divided into categories of youth

# Mentoring: Creating Mutually Empowering Relationships

Mentoring is a **dynamic, reciprocal** relationship

We need both **similarity** and **difference** in our mentoring relationships

## TWO ROADBLOCKS TO MENTORING RELATIONSHIPS

- **Feedback** – “Protective hesitation” is the tendency to not offer critical feedback and information for fear of offending the other person. “Protective defensiveness” is the tendency to build personal walls to avoid critical feedback out of the fear of being offended, therefore not receiving important information from the other person.

- **Access** – Women and men of color often have differential access to influential mentoring relationships. Mentoring programs can help ensure that everyone has access to the benefits and the wisdom of mentoring relationships.

Self-assessment is the first step to starting a mentoring relationship

## STRATEGIES FOR EFFECTIVE MENTORING RELATIONSHIPS

**Be open-minded** to giving and receiving feedback

**Offer feedback** in a “sandwich” – couple critical feedback with positive feedback

**Be empathetic** – be willing to put yourself in others’ shoes

**Share stories** about your own learning journey

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mentorship, academic mentorship and workplace mentorship. Research suggests that academic mentoring has stronger associations with good outcomes than does youth mentoring and that workplace mentoring is somewhere in between. What this reinforces is that positively influencing troubled youth (most research done on mentoring was with youth at risk for problems) is tough work.

Reviews linking youth, academic and workplace mentoring however, suggests psychological outcomes such as positive self-image, emotional adjustment and psychological well-being when all these factors are combined. In addition, previous research finds that being mentored is related to more positive social relationships, higher performance and less problem behavior – pretty good stuff for a teenager!

Not to put a lot of pressure on those who have the opportunity to work in a mentorship relationship, but you really can make a difference. Working in an office, on a farm, in a school, or on a basketball or swim team are all opportunities to mentor. These opportunities to broaden

horizons and direct people to healthy decisions are much like watering the garden.



Cathy Moore is a registered dietitian with the Cornell Cooperative Extension of Jefferson County (NYS). Printed by permission of the author; this article was originally published in the Watertown Daily Times, June 3, 2017.



## NIKE All Stars

The 2023-2023 NIKE All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in.

Members will have an opportunity to contribute at our annual conference, and chapters, regions and friends of NYS Women, Inc. can send contributions anytime to the NIKE Business Manager. Information on contributing can be found on our website.

**Publication** July 15th/Sept. issue      Oct. 15th/Dec. issue  
**Deadlines:** Feb. 1st/March issue      March 15th/May issue

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## President's Message *Continued from page 3*

**“Do not go where the path may lead, go instead where there is no path and leave a trail.” - Ralph Waldo Emerson**

advisor.” A mentor can provide guidance, encouragement, motivation, emotional support, protection, coaching, advice, feedback, and be a role model. The idea is to help the mentee to acquire knowledge and experience and move along faster in their career than they would on their own or just with their peers. Both the mentor and the mentee need to be clear in their roles and maintain an open line of communication, preparation, flexibility, and mutual respect. There is much to be gained for the mentee in the relationship. They may be both encouraged and empowered in personal development, helped to identify career goals, helped to identify and correct any gaps in their skills and knowledge, and able to increase their confidence. A mentor can help their mentee navigate this unfamiliar portion of her life and pass on knowledge that she herself has gained through her own work.

We all have skills and knowledge we can mentor to others from our professional and personal life experience. NYS Women, Inc. provides amazing opportunities for us to come together to collaborate and share our knowledge and expertise with each other. We can do that at the chapter, region, or state levels on committees, in officer positions, or as speakers, as well as in the organizations we work with, the Grace LeGendre Endowment Fund (GLEF)

and Career Development Opportunities, Inc. (CDO). We have wonderful opportunities in our Personal and Professional Development program to grow through mentorship. We all have a story – perhaps many stories – how might your story help another? Have you considered sharing your story? There are many ways to share. Chances are your story may motivate other women to consider a path they have not yet taken. You may be the catalyst they need to set their goals and embark on their journey. Have you been putting off something because you weren’t sure of the first step? There’s probably a member who could help with that. We ARE, of course, an organization of “women helping women” and it starts with you. You feel better and grow stronger as you strive to reach your potential. Be a motivator! Be a mentor! Choose your PATH and MOVE.

Your president,  
**Janet Carey**

[And please note! Be sure to register for our Spring Board meeting on Saturday, March 11, 2023 at 10:00 AM. Chapter Presidents – don’t forget our Chapter Presidents’ Zoom meeting Monday, February 13, 2023 at 6:30 PM.]

# Successful mentoring of women. *Continued from page 9*

A meaningful relationship is more likely to develop from an increased number of interactions and/or connections between both parties.

## Be an active listener and study your mentee

Determine your mentees' strengths and weakness by both actively listening and observing. Pay attention to their plans, aspirations, hopes, dreams, challenges, and fears. Determine their gifts and talents and communicate these insights to them. Help them overcome obstacles. One mentee expressed her appreciation for the "open, honest, supportive, but realistic" relationship she had with her mentor. Remember, it is okay to gently shed light on unrealistic expectations, and most of the time critical feedback is welcomed (Straus et al., 2013).

## Affirm your mentees

Do not forget what it is like to be new, afraid, and ambitious. Affirm your mentees' professional qualities (e.g., knowledgeable, efficient, precise, productive, credible, works well with a team) as well as their personal qualities (e.g., compassionate, caring, empathetic, kindhearted, joyful, good self-control). Withholding affirmation until goals are achieved is a mistake. Find ways to affirm mentees even in the face of failure because one of the best motivators for success is previous failure.

## Be a catalyst for excellence

Expect more from mentees than they expect from themselves. Communicate your expectations for excellence and do not settle for mediocrity. "[You] pushed me to the point of maximum achievement," commented one mentee who was grateful for the inspirational motivation. Modeling a high standard of excellence for mentees and providing a vision of the mentee as talented, competent, and capable of a high level of achievement is important; however, one must also never endorse perfection as a legitimate goal.

## Be honest, trustworthy, discreet, and help mentees network with others

One mentee explained: "Not having to explain family obligations to the mentor because he understood the value of both family and work created less stress for me in our relationship." In addition, the mentor's ability to network on the mentee's behalf helped "open the door to many opportunities." Another mentee expressed appreciation for her mentor's ability to "give her options," reinforcing the value of a mentor to offer guidance instead of giving orders. The consequences of inadequate mentoring for women include isolation, disempowerment, stress, and limited career development, which are all factors conducive to burnout (Cross et al., 2019). Because

the number of women in leadership roles is low, often the only mentoring available is from men. Fortunately, satisfaction with mentorship is not influenced by the sex of the mentor (Wasserstein et al., 2007). Men often make great mentors, and developing a supportive relationship in which men can ensure that their mentees are protected, treated as valuable members of the organization, and reach their full potential is entirely possible. In an era where the #MeToo movement has brought anxiety in men about mentoring women, these fears should not deprive women of mentorship and encouragement from men, as long as the relationship is appropriate (Grant-Kels, 2018).

Notable outcomes of successful mentoring include professional and personal development, academic productivity, and job satisfaction. Successful mentoring

requires a specific skill set from the mentor, which can be learned. These skills include being available, being an active listener, showing affirmation, being the catalyst for achieving excellence, honesty, trustworthiness, and being able to expand the mentee's network. Without consideration of personal, cultural, and/or relational factors between the mentor and mentee, establishing a meaningful relationship can be challenging.

Until there are enough senior women to mentor junior women in academic medicine, women are more likely to be mentored by men. Both parties need to be equally responsible for making each other feel safe. Multiple mentors, who are able to address multiple evolving needs, may better suited for female dermatologists. The successful mentoring of women will hopefully result in increased retention rates, more promotions and grants, less burnout, and increased self-confidence and work engagement. ↗

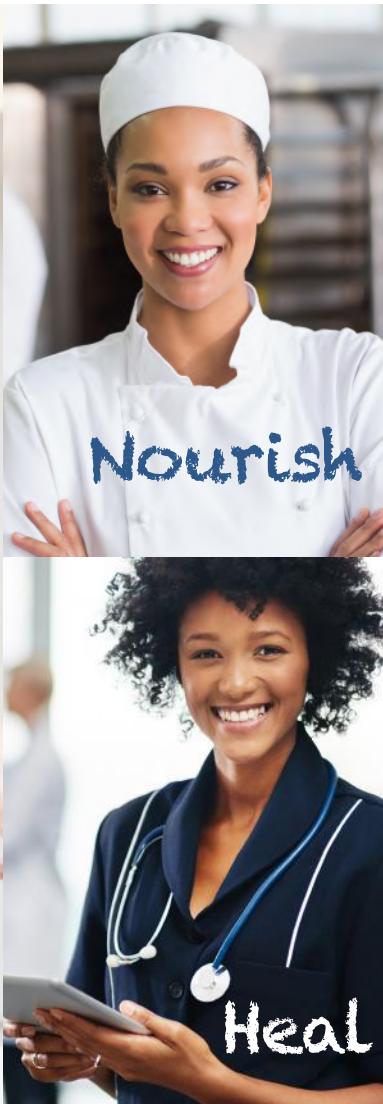
**A mentor is  
someone who  
allows you to  
see the hope  
inside yourself.**

-Oprah Winfrey

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