Empowering Library Staff:
Mentoring from Where You're At
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North Liberty Community Library

- Personal vs. Professional
- Direction
- Community
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● Lost: Help, I need a map!
● Seeking: Guidance & belonging
● Found: Community
Julie Finch
Services Manager
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- Recovering Perfectionist/Procrastinator/Control freak
- Leading with my heart
- Advocating for and empowering my people
Values - ˈvalyəʊs/noun

1) the regard that something is held to deserve; the importance, worth, or usefulness of something.

2) a person's principles or standards of behavior; one's judgment of what is important in life.
Use the list or even write your own Top 10 values.
Align

(personal to organizational values)
Find

Mind the Gap
Between stated and lived values

- Mission Statements
- Strategic Plans
- Department goals/outcomes
- Informal
Mission, Vision & Values

Explore the plan below or download the complete FY18 to FY22 Strategic Plan as a PDF suitable for printing.

**GOAL 1**
**Information Access**
All Iowans have access to quality information resources and have the assistance needed to select and use the information to succeed personally, professionally, and academically.

**Objective 1**
To improve the ability of Iowans to discover information resources.

**GOAL 2**
**Institutional Capacity**
All Iowans are served by excellent local libraries that are technologically advanced and that employ knowledgeable and community-focused staff who incorporate the best professional practices to deliver high-quality library services.

**Objective 1**
To improve the knowledge of library staff and boards so that Iowa libraries provide excellent services to their communities.

**GOAL 3**
**Lifelong Learning**
All Iowans learn to be productive 21st century citizens.

**Objective 1**
To improve the general knowledge of Iowans so they can be successful in their daily lives.
Identify

(potential mentor/mentee relationships)
Questions to ask yourself

- Why do I want a mentor/mentee?
  - Skill building
  - Support/guidance

- Who do I trust and with whom can I build trust?
  - Postage Stamp
Questions cont.

- Can I...
  - Communicate openly
    - Struggles
    - Goals
  - Evaluate feedback
  - See myself here
    - In this position
    - In this organization/library
    - In this field
Initiatives & Outcomes

- Book Club
  - Shared Language
  - Vulnerability
  - Whole person growth

- Committees
  - Collaboration
  - Skills training
  - Professional development
Heart Activity <3
Resources Referenced

- Dare to Lead Assessment - Brene Brown
- Dare to Lead Values List - Brene Brown
- VIA Character Strengths Survey

Link to additional resources
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