**The Mentorship Podcast**

**Episode 1**

Gerry ([00:11](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=11.96)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on the show. We navigate the voyage of life through the lens of Lakers, some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting lifelong learning agility and a culture of mentorship

Gerry ([00:38](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=38.03)):

Today on the show we welcome Anna Obi. Anna is a senior with a double major in criminal justice, legal studies and juvenile justice, and hails from Brampton, Ontario, where she mastered the track and field sport of triple jump she holds the Grand Valley school record for a massive 12.11, meter leap and earned the GLIAC, all academic honors. Anna, and I talk about why you may want a mentor in your life, how to find one and how to establish a relationship.

Gerry ([01:10](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=70.58)):

Ahoy, Anna, welcome aboard and welcome to the show.

Gerry ([01:13](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=73.37)):

Hey Gerry, how are you?

Gerry ([01:14](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=74.79)):

You like this nautical theme we're doing here. Don't you?

Anna ([01:17](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=77.9)):

I do. I do. There's a lot of puns involved. I love it.

Gerry ([01:20](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=80.77)):

We're having a little bit of fun with the Laker theme and thanks so much for taking time to speak with us. I couldn't think of anybody better that I wanted to kind of explain what mentorship is about from the student side of things.

Anna ([01:33](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=93.71)):

Yeah, of course. Thank you for having me. I'm happy to be here.

Gerry ([01:36](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=96.47)):

Well, it's a pleasure to have your board. So tell us a little bit about yourself, where you're from and your Laker voyage thus far. Okay.

Anna ([01:43](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=103.911)):

So I'm from Brampton, Ontario, Canada. I'm a senior I study criminal justice and I have a double minor in legal studies and juvenile justice. I plan on getting my MSW. I'm also a student athlete here at Grand Valley. I'm on the track team. I'm a triple jumper.

Gerry ([02:02](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=122.18)):

One heck of a triple I will add.

Anna ([02:05](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=125.18)):

Thank you.

Gerry ([02:05](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=125.661)):

Don't believe us go over to the Kelly turf center and look on the wall and you'll find somebody's name up there. So that's super cool.

Anna ([02:13](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=133.73)):

And yeah, and honestly I'm just big on networking, meeting new people and learning new stuff. Honestly. That's cool.

Gerry ([02:22](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=142.28)):

So when I say mentor, what do you think of

Anna ([02:27](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=147.32)):

I think of someone that is going to like guide you, they're basically showing you the ropes of things that you are uh oh pun!,

Gerry ([02:42](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=162.47)):

That's our nautical theme! Come on abord we'll show you the ropes.

Anna ([02:42](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=162.47)):

They're showing you the ropes of challenges that you may face in your life in the future, or just kind of giving you a sense of direction. Honestly,

Gerry ([02:54](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=174.11)):

I think that's so important because I think a lot of people confuse and we'll talk about this in a little bit, the difference between a coach and a mentor, being an athlete, you've got a lot of coaches and you've had a lot of coach throughout life. You've also had your family around you. And you've also, it sounds like had some mentorship experience that we'll talk about specifically, but I'm going to jump ahead. Tell us a little bit about your coaches and your mentors and kind of are coaches and mentors different to you, or are they same? How are they similar? How are they different?

Anna ([03:21](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=201.84)):

Honestly, I feel like for the most part they're mostly similar. I genuinely think so. I think the only difference between like a coach and a mentor is that the monetary value like the coach is getting paid to do one and a mentor is kind of just doing it out of their kindness of their heart. I'm not saying my coaches don't do it from the kindness of her. They are, but yeah, my coaches do the same thing that the mentors in my life have, they show me the ropes, they teach me and they guide me and make sure I stay on the right path. They still allow me to make faults and here and there. So I, I learned but looking at the grand scheme of things, they're there to make sure I stay on the right track and I make sure I have a good support system. That's there for me. And knowing I have resources and showing me options just to make sure I have like a clear and level head, like going through this transitions of my life,

Gerry ([04:17](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=257.16)):

And that never stops. So I'll tell you that from experience, because even when you're old and gray, like me, you're still gonna likely have mentors in your life as I do and still call on them because life doesn't seem to get any less complicated as, as, as we go forward. So back to my original question, now that you kind of talked a little bit about the difference between a coach and mentor, when I say mentor, what specific things do you think of and how have you used your mentors more specifically in the past?

Anna ([04:44](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=284.7)):

I specifically think about networking and connections and that is genuinely the way I've been using it. Mentors. I, as an international student currently, it's very difficult to trying to continue to work in the U S so I've been dealing with that and networking a lot and making connections and reaching out to mentors to help guide me. So definitely networking connections. They, my mentors in the past and currently put me in the right, put me in front of the right people that I need to talk to. So they're showing me all the resources that I need. So whether that's in Grand Valley, outside of Grannd Valley and the community I know that I have people around me that I can reach out to and they will get me in connection with another person and so on. And so on, next thing I know the whole grand rapids community. It's pretty cool though.

Gerry ([05:40](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=340.41)):

There's nothing wrong with that. I call it the personal board of directors, right. Facing the situation, no matter where it's at for our incoming first year students, it's the what do we need to know about Grand Valley? And it's nice to be able to pick up the phone or send a text or have a video chat with somebody who's been there and yeah,

Anna ([05:59](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=359.89)):

Exactly. Very helpful.

Gerry ([06:02](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=362.53)):

So, yeah. How do you think mentors and this program that we're launching now, or we're specifically kind of focusing on this first year student, how can these mentors specifically help you think first year?

Anna ([06:16](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=376.27)):

I think honestly just being there just because as a freshmen you're overwhelmed, there's a lot of stuff going on and you have a lot of questions and sometimes you're afraid to ask those questions. So just letting the first year students know that, Hey, I'm here for you. If you have any questions, whether you think they're dumb or not, they're probably not dumb. Just ask them. Cause like I'm here to support you and show you around and give you the resources you need. Looking back, like I wish I kinda had, like I had those like slight resources, but it'd be cool to have like this like little peer mentorship that you guys are starting. I think it's a really good idea. Cause freshman year you come in and you're like, I have a lot of questions, but I'm afraid to ask

Gerry ([07:00](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=420.67)):

Certainly. And for sure. And then, you know, other than, can you think of something specifically in your freshman year that you just found, like overwhelming that either a mentor other than trying to nav the Mackinaw buildings? First thing I think of, right. Like navigating Mackinaw building, like, you know even I get lost in the Mackinaw building, of course they've added onto it like four times since my undergraduate days at Grand Valley. And now my professional career at Grand Valley, you know, you get lost in there. So other than the Mackinaw building, is there something specific you remember from freshman year where you're like, man, it was so great to have a mentor or you're like, I figured this out later, but it would be so much nicer just to call somebody.

Anna ([07:40](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=460.57)):

Hmm. I would think where to like meet new people and just kind of be like one with the community. That's like a, definitely a big thing. Being an athlete that was kind of like, kind of like given by the same time, you didn't really know anybody other than athletes, so it'd be nice to be able to like, know where to go and hang out where to eat, where to meet other freshmen and stuff like that. Also I know that with orientation, they pushed us a lot, like tutoring and stuff like that. I wish like it'd be nice to have like a peer tell you like, yo, this is fine. If you do this, like, you're, it doesn't make you any less smart or anything. Like I promise you're going to get the help that you need from doing this. So kind of just that, and like, I remember being a freshman and like scheduling stuff was a little bit tricky. So having someone that's gone through what you've gone through, that's not an advisor of tell you is like, nice before you get to that next step of like talking to advisor, if you need to. So those are kind of the main things that me being a freshmen, like stuck out to me.

Gerry ([08:48](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=528.46)):

Was the transition difficult for you? I mean, one being international student B at had you ever been to the Allendale or the grand rapids area before I make it especially difficult or because of your sports background and how much you've traveled and stuff? I was like, nah, whatever,

Anna ([09:05](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=545.18)):

It was a mixture of both. Definitely coming to Allendale was a big, a little culture shock coming from a big city. Like Toronto is huge and my hometown is huge too. So coming to Alllendale, it's very quiet here, but like I kinda like it because Grand Rapids is still like pretty close. You can just take the Laker line. So you kind of have the city and the little quiet country area. So it was really nice. But yeah, for the most part I feel like I adjusted pretty well. Aside from the athletics side of things, I honestly, I was just trying to get a feel for everything at once. It was, it was really overwhelming. I was like, okay, I have these orientations, I have the international stuff. I have the athletic ones and I have like my on campus housing orientation. So, okay. Well I have to, I have two that are mandatory. So the other ones, the housing one, I don't know if I'm going to go, so I didn't get to like mingle as much as I wanted to, but later throughout the years, like I definitely discovered it on my own by just sitting at the library, just walking around campus. Everyone's very friendly. So,

Gerry ([10:16](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=616.16)):

So many resources the university has. You mentioned the library libraries that exist both at Pew and Allendale campus. And I think there's so many tools in the toolbox. And I think sometimes the overwhelming part is the mentor. The professor, the advisor dumps out every tool, you know, imagine this table, you just have this giant toolbox and you dump it all on. And you're like, this is what we got. And they're excited about it. And they're like, you want this and you want this and you want this, you walk out going, oh, I don't know what I want you. Right. You know, and then you're thinking about your major declarations. And then you're thinking about when you're going to graduate and then you get to your level and now you got to get, you know, going to move on with your career. And I think what you said earlier, and then I'm going to ask you for in a second, is this networking idea and this idea and identity, this connection to community I think is, is really important. And it's got a lot of traction right now. And I think that's why the timing is right for kind of this mentorship program. Because everybody, I talk to that, I say, Hey, we're doing this mentorship program is like, I'm in the professionals, in the community, the students, the peer mentors that are in the middle of that. Everybody's in on this program and everybody's paid the same. Nobody it's all voluntary program stuff. So I think that's cool. So there's a lot of mentors listening to this, take us through what you're looking for right now.

Anna ([11:42](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=702.53)):

Currently in my position right now, I'm looking for someone who is just going to get me engaged in the community with the right resources that I need with organizations, companies that relate to my field of study. So basically from there, I would like to have that lead into internships or volunteer opportunities so that I'm able to possibly like work for that company or organization. So yeah, I've been reaching out to many people, whether that's through LinkedIn or just through word of mouth. And I've been, it's been working for me and I've tried to find one specific mentor now, just so I can have that one direct source of guidance. But for the most part I have faculty from GV. I have places from the YWCA every little corner. I kind of have people helping me. So it's nice and the connections are being made.

Gerry ([12:40](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=760.47)):

So when you meet this new person or you meet new people, how do you form those relationships and how do you, how does that, I mean, maybe it doesn't always lead to mentorship, you know, you decide or whatever, but I think this there's a lot of talk nowadays, especially for students about human skills. And back in my day, we used to call them soft skills. But it's the idea that you learn how to have a conversation, how to pitch yourself, develop your own personal brand. And some people do this very naturally and some people carry a card in their pocket and both ways are correct. Yeah. How do you do it? How do you meet new people? And when you do, how do you introduce that, those topics?

Anna ([13:21](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=801.15)):

So I've actually been that person where it's like, I wouldn't even do this. Like I definitely stepped out of my comfort zone and I'm still learning. But one thing I did learn is that I have to know what exactly I want from this and what I want from this person. Or, and I don't mean that in the the wrong way. I mean, it, like, what, how can I better explain to this person what I need help with? So once I figured that out, I'm like, okay, I'm able to just have a conversation and just ask for help and have that conversation be yourself. And that person is going to take you for who you are, because you're being your genuine self and your authentic. And then if they don't know how to help you, they may know someone that can help you. So then that connection has just been formed just based off you, knowing what you want and you being yourself. So that's kind of what I've learned and I'm taking the ball and rolling with it.

Gerry ([14:18](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=858.66)):

It's very smart. And like you said, if you know what you want, but let's talk about that a little bit. How do you, how do you, do, I assume as an athlete, you think about goal planning all the time and you have very concrete objective goals, whether it's to, you know, gain another X amount of centimeters and your next jump or whatever it is that you're doing. How do you do goal planning when it comes to the question of life? Because that's what we're here to figure out, right? Yeah. College this giant lab, right. We're trying to experiment and figure out where we fit, where resonate is my word into who we're going to become, not beyond your degree and be under job, but who am I going to become? And how does that satisfy my requirement for life?

Anna ([15:05](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=905.29)):

Um in my case, honestly, it's it took a lot of self-reflection like, I honestly thought back to like what, like my childhood interests were, this is kind of weird, but I knew that growing up, like I wanted to be a doctor. I wanted to be a nurse. Like I just wanted to ha I want to do anything that involved helping somewhat. So as I got older, I'm like, okay, I don't think I can handle the doctor setting or the nurse settings. So I'm okay. But I still want to help people. So then I'm like, okay, I'm interested in things related to crime. For some reason, I'm just nosy in that sense. I want to know what ha what's going on. Whenever the police cars, there or ambulances are .there, I want to know. So I'm like, okay. So how can I tie helping people mixed with that crimes?

Anna ([15:46](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=946.84)):

Aspect of things. So then I started doing my research and then I got my degree while I'm getting my degree in criminal justice. And then I'm like, okay, I kind of want to further that. I'm like, I have a passion for like, advocating for people. Like this is like really fun. So then I took it up a notch and I'm like, okay, what are careers that I can do such and such things. And then I saw social work and I'm like, oh, okay, cool. Now I'm like, we're getting somewhere. And then I started piecing the puzzles together. And then I started asking around and that's when the questions started appearing. And then once I realized there's so many different types of jobs out there that like check off all the boxes that like I'm interested in and I'm like, okay, I'm going to start shadowing. These people are going to start asking questions and that's kind of the current stage I'm at right now. I was able to shadow someone at the Muskegon public defense office. And it was pretty cool cause she's a social worker, but she worked alongside an attorney. And then after I did that, I was like, okay, I think I found it. I'm like, I get to use both my graduate and undergraduate and I get to help people. I'm okay. Yeah. I think I narrowed it down. So it took some reflection.

Gerry ([16:56](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1016.38)):

So where's your future plans now? So do you see yourself? Do you lay these out and in five years I'm gonna do this and one year I'm gonna do that. Do you think about that?

Anna ([17:04](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1024.63)):

Yeah, so I do. And I also try to not think about too much because I feel like it's just going to happen naturally. But I do think about the, what I'm going to do one year from now, five years from now and the kind of the way I organize myself with that is what I can do in the now to control it and continue to execute that. And it's just going to get me from there` to plan B.

Gerry ([17:33](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1053.13)):

I am so jealous if I had known half of that, when I graduated from Grand Valley, I could have been so much further ahead, but you're absolutely right. And a lot of people don't know what they want to do and, and that's okay. Yeah. And it's just picking a, point, I'll go back to our, our sailing references. You picked that point on the horizon and go get it. And then you pick the next one and the next one, the next one. And pretty soon you've got quite a voyage that you've done. And it's just important because if you're aimless, then not that, I mean, the journey is important, but where are you going? And where have you been when you're all done with it? And I think what you're doing is brilliant and that is, that is mentorship. And I think too much has been tried too many mentorship programs have been put into a box or said, you're going to do it this way.

Gerry ([18:23](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1103.91)):

And you have to have this and you have to do this and this and this. And what we're talking about here is exactly what the focus of this program is. And that's building that relationship and then creating time, space and conversation around self-actualization who am I going to be in the future? And I can bounce it off to somebody. And they're like, yeah. You know, that makes sense. Or no, that does not make sense. And then you find those people to have those experiences. And if you're the student out there, who's listening to this going well, I'm not doing all that. That's perfect because then you can come in and talk to your mentor about what you're interested in, discover careers. You didn't even know existed, existed, just like you did. And that's the brilliance of that. You don't have to do it alone. We don't sail the ship by ourselves. And if you're new, you're probably not supposed to walk up to the wheel and say, let's do this thing. It might be good to walk around and meet some of your shipmates of life and kind of figure out how show me the ropes,

Anna ([19:24](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1164.36)):

It takes a team!

Gerry ([19:24](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1164.36)):

See how things are going on. Right. Yeah. Right. So, absolutely. Brilliant. Anything else you think the listeners would be interested to know anything you want to share?

Anna ([19:37](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1177.1)):

Hmm. I would say to all the incoming students just honestly ask questions and don't be afraid to be yourself. I wish I like spoke up more and I asked more questions cause I definitely would have started this process earlier. So it's not too late to start it. But if I just like spoke up because I had a lot of questions that I just didn't ask, I just got to myself. So maybe if I just spoke up and like showed my true personality, even then we get to begin with that. These things would have happened earlier. And I would have been a little bit ahead of the game, but yeah, that's my advice to all that coming from first years

Gerry ([20:13](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1213.51)):

That's that is good advice and, and hopefully we're going to help create some of those connections. So people have that person reach out to you and ask that question that maybe they didn't want to ask in the middle of an orientation with everybody else sitting around or at a mixer. And you know, that first day of class, when your instructor is going to hand you this giant syllabus and be like, here we go. Is there any questions? And you're like, I'm so glad I found my way into Mackinaw today. And if you get trapped in a staircase, you know, the, my alarm clock went off and I found something to eat before class. You know, sometimes it's those little victories that get us through the day. Anna absolutely a pleasure to speak with you. Thank you so much for being on the podcast. We wish you all the success in the world. And I know we're, we're very proud of your accomplishments. And I think about you every time I'm at the Kelly, I look at the wall, your name. So I hope that your record stands for many, many, many years to come. Thank

Anna ([21:09](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1269.61)):

You so much. And thank you for having me as a pleasure.

Gerry ([21:12](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1272.55)):

It was our pleasure to

Gerry ([21:16](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1276.03)):

Thank you for sailing along on this episode of the Seidman mentorship podcast. For more information on the Seidman school of business mentorship program at Grand Valley State University set your heading to www.gvsu.Edu/Seidman If you have a story to tell know someone we should interview have questions or comments, email us at go2gvbiz@gvsu.edu until next time, keep a weathered eye on the horizon and we wish you Fairwinds so long.

Speaker 4 ([22:10](https://www.temi.com/editor/t/BxE-fwSnPo6j2S2RtaP2-tqe60hz7VJApKtWt7A3Z9rsxAza8yLKz3YiTFAF3Lxpt8zn8O_wPa0V6lfJGsWck-yMNzs?loadFrom=DocumentDeeplink&ts=1330.17)):

Outro Music

**Episode 2**

Gerry ([00:11](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=11.96)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on the show. We navigate the voyage of life through the lens of Lakers, some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting lifelong learning agility and a culture of mentorship.

Sidney ([00:39](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=39.38)):

Hello everyone. This is Sidney Bachman. I'm a graduate student at Grand Valley State University. And I work in the Seidman advisory office on today's show. I interview the mentorship captain himself, Gerry Cooke. Gerry is the director of mentorship for the Seidman school of business and MBA candidate and a lifelong Laker. He earned his bachelor of business administration in 1998 from Seidman founded a club sport and earned the president's award and volunteered in the professional mentorship program since its inception eight years ago, after 25 years of the professional work in public relations and sales, Gerry has decided to return to GVSU to pursue his passions for mentorship. In this episode, we discuss the Seidmen mentorship program, its mission in schools, how it works and what to expect if you join and the tangible benefits of being a mentor or mentee Gerry, or should I call you captain? Welcome to the show.

Gerry ([01:34](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=94.61)):

We have too much fun with that nautical theme on this show.

Sidney ([01:39](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=99.23)):

It's very puny!

Gerry ([01:39](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=99.23)):

That's exactly what Anna said. And everybody in the office says when we were talking about this and I blame you all for encouraging it so

Sidney ([01:46](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=106.58)):

Well, I think it's great, but tell us a little bit about your background and your Laker journey thus far.

Gerry ([01:52](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=112.52)):

Well, we only have, I think 20 minutes in the show, so I'll try to keep that brief, but it's been a long and interesting journey. It's, it's fun to be back at Grand Valley. Having done undergraduate here, back in the nineties, walking the campus again, which is bigger than, than I recall, and being involved in those, you know, just being involved in students, whether it's coaching or student lives it's been fun, but after I left Grand Valley in the nineties, we had one of the worst recessions in the economy. And everybody was scared getting out and graduating and wanting their first job. Not unlike now in a lot of ways. So I was out there looking for some gigs and I was very fortunate to have people in my life, mentors. We didn't call them those back then. You just kind of had people that you knew never a formal mentorship that kind of helped me out. And so I launched into careers in sales and PR, as you mentioned, I did that for a long time and then COVID came along and COVID ended my my 20 year career. And it was time for a change. And so I made a few drastic ones real quick, decided to come home to Grand Valley enrolled in the professional MBA program which was really strange after being out of school for so long. It was super weird. So here I am. I'm back in class, I'm carrying a backpack

Sidney ([03:18](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=198.13)):

Feels like grade school?

Gerry ([03:22](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=202.45)):

Backpack and I'm walking around campus. Back in my day, we only have one building here at the downtown Pew campus. We had the Eberhardcenter and fun fact, the buses only ran every hour and 15 minutes back then from Allendale. So your few classes were on the hour. You were really early or 15 minutes late for class.

Sidney ([03:41](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=221.49)):

That's not as convenient as it is now.

Gerry ([03:44](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=224.46)):

Not , nearly as convenient as the Laker Line is now. And so yeah, so here I am back as a student and then this opportunity came along and I was known inside of the mentorship circle here at Grand Valley and was very fortunate to get the call. And they said, Hey, do you want to do this? And I said, absolutely. And never hesitated at the chance to do this because I think this is some of the most significant rewarding work you can absolutely do in your professional career. So it's a lot of fun. So here we are. And, and in launching a new program and enjoying every minute of it.

Sidney ([04:18](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=258.33)):

Well, we're so glad to have you back and we're excited to start this journey with the Seidman mentorship program. So I got to know though, what exactly is a mentorship?

Gerry ([04:30](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=270.21)):

Ah, that's gone through so many iterations. I've been doing a lot of research because it's been interesting, the, a lot of institutions and a lot of businesses now have a mentorship and it means a lot of different things to a lot of different people. And that's not a very good answer, but the word mentor actually goes back to Greek. And I don't remember my history very well for that, but it's either the Odyssey or the Iliad, you know, the, the word mentor first appears and it's, it's somebody who actually fosters the hero and kind of takes them under their wing and teach them. And that's where we get the word mentor from. But you know, mentorship is really about forming a relationship with somebody. I like to think of it as a trusted friend and advisor, somebody that you can get knowledge from and bounce ideas off of while you're trying to explore your voyage of self-discovery.

Gerry ([05:22](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=322.26)):

And that's different than a lot of other ways that mentorship is used where oftentimes a mentor is more like a coach where you're trying to teach a specific skill. Whereas a mentorship is really more about self-actualization and the difference becomes clear because coaches are often the people you call and ask a technical question or a set, which a mentor can sometimes do too. But a mentor is like, I'm at this point in my life and I'm not sure what to do. So you're ready for mentorship in a way, I think when you're ready to, when you're kind of empty and you're asking those questions about the universe and about what's next in your life, and I'll tell you from experience that doesn't just happen, your freshmen or your first year when you first come to a university or when you graduate. And you're like, now, what do I do? It comes kind of this lifelong learning so that the mentors kind of like that guide. And there's a, there's a set of acronyms that get assigned to this. But mentor, I like to think about is M for mission E for engagement N for network T for trust and R for review. And that's kind of the theme around kind of what our program is based on.

Sidney ([06:34](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=394.18)):

That's really cool. And yeah, I think you're right in saying that mentorship, isn't something that's just for freshmen, but man, I think it's something that really helped me freshman year, having people that could be there to guide me. So how does the Seidman mentorship program work? Exactly.

Gerry ([06:54](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=414.37)):

So the goal is to take students who are first years, who are interested in Seidman or have declared interest or pre admitted into Seidman and match them with peer mentors. So the first years are going to be mentored by usually juniors or seniors in the Seidman program. Folks that have been around Grand Valley can navigate Mackinaw hall. I keep in the last show, we, we we picked on Mac and a little bit, you know,

Sidney ([07:19](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=439.93)):

It's a maze!

Gerry ([07:21](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=441.88)):

Kinda help you find your way around campus and help you navigate all the tools that Grand Valley has because there's a plethora of opportunity at Grand Valley for you to learn all these different skills that are related to whatever your discipline is, not just business. And it's extremely overwhelming. It's overwhelming for me as returning Laker in a graduate program because programs have changed. They're different. People come and go. So it's kind of nice to have that trusted advisor. So you can pick up the phone, text, call or video chat with somebody and be like, I'm kinda lost on this, you know, bigger level. And so those first year students are going to be mentored by juniors, seniors, or graduate students like yourself. And then those peer mentors, those folks in the junior senior graduate program level have the option to be mentored by community folks. Some of them are alumni.

Gerry ([08:17](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=497.77)):

Some of them are here in Grand Rapids, but they're usually business professionals usually in your field. And you get that option to increase your network by actually speaking with them. And the idea my grand scheme, if you will, if I pull back the curtain is those first years will become peer mentors. Those peer mentors will graduate and come community mentors. And this thing will perpetuate, will snowball and get bigger. So we do have limited entry into the system this year because we want to make sure we do a very good job. And we're very hands-on before we scale this up to get bigger.

Sidney ([08:52](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=532.09)):

That makes sense. That makes sense. That's cool. So who exactly can join the program?

Gerry ([08:57](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=537.89)):

So the program is open to folks in the first year who are either pre-admit or shown an interest in the Seidman School of Business. So those are our first year peer mentors are preferred out of Seidman, but we've opened it up. So we allow pretty much any student that is truly interested in peer mentorship to do that professional mentors. Are anybody in the community who has experience to share with a student and has that open kind of learning agility attitude? The beautiful thing about my 30 years in, in business is, I cultivated a lot of relationships. So if a student comes to me and says, Hey, I'm an accounting major and I want to work as a CPA, or I want to work in a big firm, or I wanna work for Fortune 500 chances are, I know somebody personally or somebody in the network that I can call and say, Hey, I got a student so that what we call pairing putting these folks together, that's really where the rubber meets the road. And that's one of the key things that makes our program a little bit different than others, where they just take whoever signed up. Number one slot gets, you know, number one, mentor, slot, number one, mentee and so on and so forth. Because as programs get huge, it's harder to, to kind of pair folks together.

Sidney ([10:13](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=613.91)):

So all of this sounds really good, but you know, it makes me wonder a little bit, just, you know, thinking about starting classes and my workload increasing just throughout the semester is, is this program a lot of work is what's the workload like for this?

Gerry ([10:29](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=629.81)):

Well, for me, I love it. So for me, it's twenty four seven.

Gerry ([10:33](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=633.26)):

Call me anytime, call me, call me anytime. I, I love this stuff.

Sidney ([10:38](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=638.43)):

On call mentor.

Gerry ([10:39](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=639.02)):

That's right! For the for the first year. Really you're the recipient of all of this this Goodwill. So really your job is to stay in contact with your mentor. The program is asking for two check-ins per month with your mentor or mentee. So if you're that peer in the center, you're having two interactions with your mentee, you as a first year, and by your choice, you're having two interactions with your community mentor a month. We ask that the peer that's, again, the person in the middle write one short report. I'm not teaching an SWS class here, but you know, some college level writing, I'm not demanding 15 pages, just a check-in point. And kind of letting us know how it's going and that way we can monitor the progress. And also if you want to share, if you as a peer mentor run into a situation that you need, you know, resources for, we don't expect you to know all the answers, call the office, email me, or put it in your report so we can read it and I can get back to you and say, yeah, this is a resource you could use for this or that or anything else we can do to help out.

Gerry ([11:47](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=707.84)):

So we want to make sure that that is happening, but really realistically, most mentees are going to spend an hour, maybe two a month on this program. We want it to be more than if you're my mentee, I call you up and be like, Hey Sidney, how's it going? It's cool, great click, hang up the phone, want a little bit more than that. And we provide a little bit of framework around that, but we don't necessarily go in and tell you what you have to do. It's more about establishing that relationship and the, it kind of flows along the semester track, right? So in the beginning, maybe in September, we're expecting you to have a, get to know you kind of situation. And then not October, when we get closer to the midterms, talk about studying and talk about pressure. And then when we get to November, you know, now it's kind of time for that. What am I thinking about for next semester? And is this a good fit for me, the program I'm choosing and the trajectory that I'm on for my life, is that a good fit? And then you know, December is the time for holidays and re-evaluation and taking the next step and seeing if you want to go, go on with your mentorship.

Sidney ([12:51](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=771.96)):

So honestly, I mean, I'm a graduate student, so I know what it's like to be busy. But that sounds very doable and honestly, very rewarding too. So I think it's definitely worth the small time investment that you have to put in. There's a lot of reward there. So what is the, I mean, we've already talked about this a little bit, but I want to hear a little bit more about what you have to say about when is the right time for mentorship in someone's life.

Gerry ([13:20](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=800.28)):

Well, I think actually the tough times are the best times, right? And this is true of the mentor and the mentee. So if you're having a difficult time, a lot of professionals like myself, you do something for so long. And I hear folks when I call them up and say, Hey, will you be a mentor? And they're like, I don't have time. I'm really burned out trying to figure out my life. That's actually, those are key phrases saying, that's the best time to have a mentee in your life. I can answer this question philosophically, psychologically or just culturally. So let's stay with, stay with culture. I don't wanna get too far off in the weeds, but when you have that, when you're full, you need to I'm going to jump into philosophy. Now, if you're full, you need to be empty.

Gerry ([14:02](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=842.19)):

If you're empty, you need to be full. So when somebody is, has a lot of knowledge, a lot of experience in, if you're feeling that burnout, maybe sharing that with somebody else and getting their perspective on it, especially somebody who's hungry for knowledge, maybe somebody who's a student is a great thing. And then by filling up that student, that student now feels empowered, enriched, and experienced, and then they share and mentorship doesn't always happen in a formal situation. It can happen organically. We call this drive by mentoring, great book about this. And basically they feel empowered. And now they hear a conversation with another student and they're like, oh man, that Mackinaw hall. And then they share a story from their mentor and everybody has a good laugh and somebody learns something. And then that culture of mentorship begins to spread and humans I'm going to get a psychological humans are we're tribal people, right?

Gerry ([14:56](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=896.63)):

We're, we're designed to interact and work together to a better end. So I tell people that some of the best times to mentor are some of your tough times retirees. I see this. When I talk to retirees, they've been in this corporate world, that's been structured. They had responsibility authority. And then all of a sudden that goes away and they're like, what do I do? And they still feel that need to interact and enrich other people. It's a great time to mentor. First year student doesn't have a lot of time. Things seem crazy. They're not sure what they want to do with their life. And that's a perfect time to talk to a mentor. And the peer in the middle, the peer in the middle is trying to gain knowledge experience. If you're a business major, show me a job where you don't interact with people and I'll give you a hundred dollar bill. I mean, call me up, email me a hundred dollars. Bill challenge to anybody can find me a business job where you don't work with people. Find me a job where you don't work with people. You're always gonna work with people. So you folks in an HR, you folks in management, especially jump at this opportunity because you get this opportunity to experiment, learn and enrich other people's lives. That is going to be that's your chosen career. This is a great time to rehearse that and see what that's like and gain some knowledge.

Sidney ([16:11](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=971.77)):

It seems like you have some really, really rewarding moments from mentorship in your life. So I want to know who were some of your mentors and what were they like?

Gerry ([16:21](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=981.14)):

Boy they're ongoing and they keep going. And some of them are still here. Bob Stoll, director of student life, Grand Valley, like 38 years, just retired. He's going to be on the show in a couple of weeks. Was a mentor to me while I was a student. Paul Isley, Seidman school of business was one of my former professors. And I still, I feel like I owe Dr. P a hundred bucks. Every time I talked to him on the phone, he's a super knowledgeable person. It's like having my own personal board of directors. But I learned a lot from folks like yourself in the office. You know, we're not in a formal mentor, mentee relationship, but we're helping each other with opportunities like this for networking together where we're doing things. It's a mentorship without the title and without the reporting on it.

Gerry ([17:10](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1030.66)):

But those are some of my mentors and I still call on them today. And I've had many situations in my life, personal professional, and you don't have to go it alone. I have called my personal board of directors not like we had a meeting at my house, but I called them all up and said, this is what I'm facing. What do you think I should do? And the great mentor will lay it down for you. And sometimes it's not what you want to hear, but it's what you need to hear. They take off the proverbial gloves and they say, Gerry, you need to hear this right now. It's going to be tough, but you, you need to hear this. And that comes through trust and relationships that you build over time. But those are some of mine, but potentially anybody you encounter, you can have this mentor, mentee relationship,

Sidney ([17:53](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1073.87)):

Those kinds of, you know, just transparent and honest relationships are one of the most valuable I think that we can get in this life. So that's really, really cool that you've been able to experience that. And I hope that more people can experience that too. And people will this upcoming year. So in a mentor, mentor, mentee relationship. It seems like there's a lot of reward for the mentee, but is there any reward for the mentor?

Gerry ([18:22](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1102.19)):

There is in, in a lot of people go through life and you start kind of in what we call the three S mode. So the first one is survival. You've just graduated from college. You may or may not have some debt. You've never made any real money and you want to get out in the world and you want to do the thing. So you go out there, you get the job, you pound on the door and you start making some money and you start to survive and that's step one. And then step two, as you want success for whatever that means to you. For some people, that's a promotion or running the department or making this amount of money or it's buying that boat or that cottage, or taking that trip to Europe, whatever it is. But almost inevitably, everybody that I meet, that volunteers for a mentorship program wants significance.

Gerry ([19:06](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1146.26)):

And that's the third step. So after you've had your fill of those other two, they want significance and there's, I'm going to go psychological again. There's studies that show that people do things in the voluntary method. If they volunteer, they work harder than if they're paid. So those are the kinds of folks that I look for, but the, the mentors will tell you that there's no greater feeling and I've experienced this cause I've done mentorship with Grand Valley for it's going on eight years now. And it's, it's fantastic is when the phone rings and you pick it up and it's one of your former mentees and they say, Hey, you remember we discussed this thing or you told me this story or whatever, or I faced this challenge and I got through it, or I got the job, or I did the thing. And that is where the juice is.

Gerry ([19:52](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1192.94)):

That's, that's like lightening out of sky. If that doesn't get you excited. And every mentor that I know will tell you that somebody in their life did that for them. Like they were there for them and they want to continue on and they want to do this for somebody else. That's the reward of being a mentor is as being part of a community and being something bigger than yourself. And then I guarantee you do it long enough someday. You're going to get that phone call. And it's, it's a really great feeling. People are never going to remember how many hours you worked. Maybe they won't even remember how much money you made. But they're going to remember how you made them feel.

Sidney ([20:31](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1231.4)):

Yeah.

Gerry ([20:33](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1233.14)):

And you know. We have great stories of that here at Grand Valley. And,uI'm here to make sure that continues,

Sidney ([20:40](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1240.46)):

Wow. Well, what make.

Sidney ([20:42](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1242.23)):

A good mentor or mentee then

Gerry ([20:45](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1245.86)):

The, the hot button phrase that goes around that if you do any kind of reading about this is going to be learning agility and learning agility is basically believing that something can be learned. If you're the person who believes you've learned everything and you know, everything you're missing out on the opportunity to actually learn. If you're the kind of person who doesn't know doesn't have a clue, doesn't have an idea. You're the perfect person for this because you're willing to explore that. And that's true of the mentor and the mentee. If you're the kind of person who wants to make those lifelong connections and you, you like to transmit, I like people transmit compassion, you know, they're those kinds of people that just want to be, want to be helpful, that the kind of people that want to help and being open and learning agile is the key is believing that you can learn something from somebody else, both the mentor and the mentee.

Sidney ([21:43](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1303.11)):

Wow. Well, I think, you know, I think it takes a special kind of person to be a mentor mentee, but I think a lot of people have it in them if they, you know, allow themselves to be learning, have that learning agility, like you said, I think that's a lot of this allowing yourself to be there. So we've already touched on this a little bit, but I want to hear a little bit more if there's more information about the responsibilities of the first-year mentee, the peer and the professional community mentor.

Gerry ([22:13](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1333.59)):

Yeah. So we talked about kind of, I guess, the requirements of what we expect as far as kind of the check-ins and, and that kinda that part of the program, the responsibilities are pretty simple. The responsibility of the, the first year is to stay in contact and be open and willing to learn and being willing to ask questions, you know Anna was on the show and she talked about how as a freshman she just felt kind of afraid in a lot of situations to kind of ask questions. Cause she thought it was a silly question, or it would come up later or you want to be perceived as knowing what you're doing. So you pretend to know, or somebody asks you something and you're like, oh yeah, I know about that. And you really don't you miss the opportunity to learn.

Gerry ([22:55](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1375.65)):

So that's, that's the responsibility of kind of that first year student, the peer has dual responsibility. They have the responsibility that I just mentioned to be open to their community mentor if they choose to have one and just to be there and be willing to say, I don't know. So if your mentee comes to you with a question and you don't know the answer or situation, reach out to our office or, or reach out to your other mentors and, you know, be diligent to try to find that answer. And the professional mentor is their responsibility to, to share be open with your network be trusting and, you know, expose kind of your, your opportunities that you're aware of. A lot of my mentees, like their, their biggest, greatest experience was not my, you know, philosophizing about wisdom. It was the time I took him to the office or I took him on the, you know, the thing we did if I was driving a sales route, took them out to see actual customers. And they got the watch business in action. We spend a lot of time in the university, theorizing things, nothing beats going out and actually doing the thing.

Sidney ([24:03](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1443.76)):

So if I, so if I was a freshman and I was in the program or I guess if I was a mentor, like one of the peer mentors who would

Gerry ([24:16](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1456.39)):

Which we hope you're gonna be.

Sidney ([24:16](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1456.39)):

Um who will be my mentor or mentee and how does the pairing work?

Gerry ([24:22](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1462.39)):

Yeah. So I talked about t his a little bit. Pairing is really, really important. And so we send you, when you decide to join the program, we send you a questionnaire. And then based off the questionnaire, we sit down and we have a team of folks in the office and we do this together. I don't independently do this and we have a discussion about pairs and, and we try to honor the wishes of both the mentor and mentee as best we can. So if you write in that questionnaire that you want to be an entrepreneur and you want to start your own business and that business, and the more detail I have the better, and you think you want to be in, I don't know, whatever the, whatever the business is, you want to be a food distributor. I will do my best to find somebody in the network that's on that trajectory or in that path so that you can talk to that person.

Gerry ([25:12](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1512.88)):

And that's, what's different about our program and that's why it's limited because it takes tremendous amount of time. I also have to put my personal network into action and share these folks with you, you know, so I am using kind of my my personal network to do that. Our peer mentors, peer mentors, sorry, are juniors and seniors or graduate students like yourself. Usually we know them, we've asked for faculty recommendations, but we also kind of scour and look for these folks. Some of them are running campus organizations and those kinds of things, but others are, are we in we encounter them. I encountered a student yesterday who was like, I, I'm not sure. I know you. Who are you? What are you doing when I, I told the student, they're like, that's cool. Can I be part of that? That's the person I'm looking for.

Sidney ([26:06](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1566.58)):

Yes.

Gerry ([26:07](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1567.66)):

And you know, me, I walked down the hall and probably talked to everybody who will

Sidney ([26:11](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1571.59)):

You'll talk to anyone.

Sidney ([26:14](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1574.2)):

I'm pretty sure if like, you were like lost in the woods or like on a deserted island or something like, you'd probably make friends with like the leaves or something like that. You're just that friendly and like able to make friends.

Gerry ([26:26](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1586.71)):

Well thank you. The university is a friendly place, so it's very easy to do this here.

Sidney ([26:32](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1592.11)):

Well, that's good. That's good. So Grand Valley already has a ton of really great resources such as the advising center or career services, which honestly, all Grand Valley students should check out at some point because they are such valuable resources

Gerry ([26:49](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1609.16)):

And alumni and graduate student's career, career center is awesome.

Sidney ([26:52](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1612.34)):

It's.

Sidney ([26:52](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1612.34)):

Seriously, one of the most useful things that we have available to us, but this is our little career services shout out, but back to mentorship how has mentorship different from those resources that already exist on campus? We

Gerry ([27:07](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1627.79)):

Talked a little bit earlier about coaching versus mentoring and I see career services, a tutoring writing center. These are coaching tools. So when you want to learn a specific skill, and this is good for the mentors to hear too, because if your mentee comes to you and says, I need help with interviewing well, a lot of professionals haven't interviewed for a job in probably years. So they're like, Hmm, I don't know reach out to our office. And then we'll put those folks in contact because there are events. And there are folks that sit down and we'll do mock interviews with you. As a student, we'll show you how to clean up your resume. We'll show you how to use LinkedIn, Indeed Handshake and the other digital tools to do job searches. So the mentor is more there for, I'm not sure I want to do this with my life, or I'm not sure this major is for me, or maybe I don't want to be a manager. Maybe I want to be an accountant. You know? Those are, those are good mentor questions when you're trying to figure out your life. You know, I'm really struggling with being away from home or I'm really struggling with my roommates or my suite mates. How do I handle conflict? Those kinds of things. Those are great mentor questions, the tools of all of, all the things we just mentioned, those are coaching things and they work hand in hand, but they are very different.

Sidney ([28:30](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1710.71)):

Yeah. I think, yeah, those kinds of personal life questions are just, yeah. Those big questions that you may ask yourself. Like those are really great questions to ask your mentor. And I know I've talked to my mentors about those too, just when I feel like I'm having a midlife crisis at the age of 20, like those questions to ask that those are great for your mentor. And yeah, I think that's a really valuable resource in relationship. So the labor market right now is very tight and yeah, it's insane. And, and employers are scrambling to hire can I mentorship, help me get a job?

Gerry ([29:13](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1753.67)):

Not only can it help you get a job it's going to help that employer find employees because, and it's cosmic you ask this question because I literally got a call yesterday from a former colleague who has moved into a management position and called me up and said, Hey I saw on indeed, you're working at Grand Valley. We can't get anybody to apply for our jobs. We, we, you know, we're on what, what, what social media platforms we get on to recruit students. And, and maybe we should do an internship. We don't know. And I challenged the you professional business folks who are listening out there. When's the last time that you sat down with somebody in their twenties, college aged student and who who's not related to you or working for you and had a conversation to find out how they tick and know what's going on because it's very, very different now than it was before.

Gerry ([30:13](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1813)):

And the other thing I challenge and I said to this employer, I said, well, if you were laid off or you didn't have a job, how would you look for a job right now? Would you, would you get on Indeed or Handshake? And they're like, nah, I would, I would call people on my network and, and find out what's going on. Thank you exactly. That's exactly what we're talking about. So you're telling me, that's how you'd go look for job. But when you want an employee, you're going to turn around and just turn to the things you just said, you're, you're not comfortable with.

Sidney ([30:42](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1842.04)):

Right.

Gerry ([30:42](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1842.211)):

So why not develop a network with the people you're trying to hire and then have some genuine actual conversations with them when they're not in a position of being a subordinate to you or pulled into you in any way or related to you and build a network of the students, get to know them and then recruit and employ them when you can actually present yourself beyond what you can say in a 300 word resume or in a tweet or some other way, the way you just said you would do it.

Gerry ([31:18](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1878.67)):

Right. So use your network. So develop a network. So I told this employer, I said, oh yeah, I can help you join the mentorship program. And then we had this conversation.

Sidney ([31:28](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1888.151)):

Yeah.

Gerry ([31:28](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1888.9)):

Uand I said, and then go out and figure out how to design an internship that people actually want to do.

Sidney ([31:36](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1896.66)):

Right.

Sidney ([31:38](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1898.04)):

So it seems like, yeah, this mentorship program is not only valuable to the college students, but also to all members of the community that are involved with this, like we talked about. So that's really, it's really cool that, you know, people get to be a part of this and I get to be a part of this potentially too. So yeah. Or

Gerry ([32:00](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1920.3)):

Counting on it Recruiting slowly reeling you in

Sidney ([32:04](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1924.05)):

The pressure is on. Thank you. Gerry was so much for being on the show today and explaining the mentorship program. We wish you and the program all the best.

Gerry ([32:14](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1934.16)):

Thanks Sidney. I enjoyed our time. I appreciate your your helping out.

New Speaker ([32:20](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=1940.75)):

Thank you for sailing along on this episode of the Seidman mentorship podcast. For more information on the Seidman school of business mentorship program at Grand Valley State University set your heading to www.gvsu.edu/Seidman If you have a story to tell know someone we should interview have questions or comments, email us at go2gvbiz@gvsu.edu until next time, keep a weathered eye on the horizon and we wish you Fairwinds so long.

Speaker 4 ([33:28](https://www.temi.com/editor/t/4Hl1Wx3Gv-rnJUoP1pLfQGU8WlnNvX_7JBt6UgqMR-NW4Q_Pc8-1lDxoa420M2t0T4iV7xksy_ywRSZvGceVqSWjU60?loadFrom=DocumentDeeplink&ts=2008.12)):

[Outro Music].

**Episode 3**

Gerry ([00:11](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=11.96)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on this show. We navigate the voyage of life through the lens of Lakers, some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting lifelong learning agility and a culture of mentorship.

Gerry ([00:38](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=38.45)):

Today on the show I interview Bob Stoll. Bob is legendary at Grand Valley. Having served students for 38 years, under four different University presidents as associate Dean and director of student life, the office of student life under Stoll's leadership expanded oversee club, sports student, Senate, Greek life, student organizations. And more today there are more than 400 student organizations. It has been said often. Bob was the first person you've seen when you arrive on campus during orientation and the last person you see when you leave. GVSU at commencement, despite his busy schedule, Bob always made time for and mentored many students, including myself. Today, we talk about mentorship from the mentor's perspective Ahoy, Bob, and welcome to the show.

Bob ([01:25](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=85.16)):

Hey Gerry, it's great to be here. Look forward to spending some time with you catching up on things and sharing what little bit of knowledge I might be able to help people with.

Gerry ([01:34](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=94.37)):

Well, you've been helping me out for a, I don't know, I'm trying to remember the first time we met in my undergrad days. And now that I'm the captain of the mentorship, you should be the Admiral of the mentorship fleet. I don't think you can swing a stick around Grand Valley without hitting somebody that you've probably helped or probably mentored. And I know that you're a modest guy and you're going to deny a bunch of this stuff, but you're, you're really when I was talking to the people here, just at Pew campus and over in the advising office that, that you were coming to like, oh, can you bring Bob over? I want to see Bob and, and two themes always strike me. When, when people talk about Bob Stoll to me, first of all, it's how somehow you made a connection with them. I saw it this morning when you came in to career center here where the studio is and you asked, not only did you talk to the folks, but you asked and you know, their, you know, their spouse's names and you know what their kids' names, and you asked them about, you know, how they're doing it.

Gerry ([02:30](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=150.14)):

And if they're ready for school, you make that genuine connection. And I know you're not just doing that because I've observed you for 30 years and I feel like you genuinely care. Secondarily you've helped so many people just through your connections, you help connect people to things, whether they later on got married, which is a legendary story, I'm sure we might talk about later, or you helped connect students with their interests, like in my case, or coming full circle now, which is kind of cosmic that I'm sitting in this chair that I am professionally at Grand Valley when this is something that wasn't even in my sight line 30 years ago.

Bob ([03:06](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=186.24)):

Yeah. Well, thanks, Gerry. The as I often look back at my career, people had asked me, well, what do you really do in your role? And I try to help them understand that it was really kind of like a gardener or farmer. And that was, I tried to create an environment for people to flourish and grow and just kind of have an environment that's full of experiences because so often the fast pace of what everybody's doing on their phone these days or technology, the personal part of it, the caring part about each of us within our community is really critical. Even as a faculty member, as a staff member, everybody makes relationships throughout the campus. That's why you'll see me at a, a university function and I'll be talking to the custodial staff. We'll be talking to the chef, working from the catering end.

Bob ([03:54](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=234.36)):

I'll be talking to the President of the University. I'll be talking to the students. I'm engaged at that, all those levels and comfortable in that. And it's important that students find those opportunities so that they can start to meet people in each of those environments. Cause everybody's gonna approach it and give you advice or, or be able to listen. But you've got to build a relationship with someone so that when you go to have that time and you have needs, that may be a little bit more personal. Again, I'm not the counseling center where, you know, sometimes I've had students that would really get into some real needs and I'm like, that's kind of above my pay grade. We really need to get you with somebody. That's got the professional skills to get to that. But I would say most of the time I was able to help students navigate what the, what was going on in their personal life or within their academic or career choice.

Bob ([04:45](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=285.27)):

Because one of the key things that you are doing as a student at this point is trying to figure out what's next. Maybe somebody told you that this is where you need to be, or we want you to be this, or you want you to be that. But I've had students that have gone through school after three years in computer science and said, that's not for me. I'm going over here in the art area. But it's expensive. So you want to try and figure out how to do that and make decisions and have the experiences as early as possible. So one of the ways to do that is to connect with faculty members maybe establish a formal mentorship. I've had lots of students that will come in and see me as they're involved in student government or the newspaper or some of the student organizations that do programming Greek life and those kinds of things.

Bob ([05:35](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=335.19)):

And I always, I've always welcomed that time. I, I stopped what I'm doing because to me that's the number one importance is to help everybody as they kind of move through now, there's others that they don't seem to find that time and take the time, but you want people that are really going to care and I'll tell you what, there's a lot of those folks at the university. That's what makes Grand Valley special. And I'm, I'm pleased to have been part of that for almost four decades. It's different now that I'm away from it. But I'm also, I have a son that went through Grand Valley and ended up working on the housing staff. And now he's one of the key advisors, senior nursing advisors in the college of nursing. And all he does is help students navigate that curriculum and, and their career opportunities because sometimes they may not succeed and get into the nursing program.

Bob ([06:22](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=382.76)):

So how do you help students then rebound from that and figure out the next course of direction. So as you look at the opportunities with faculty and staff just because there's a door on their office don't let that be a barrier. They're all human. They appreciate that opportunity, but think about what you want to accomplish, because I know sometimes I hear stories from faculty. Like we encourage students to go in and see their academic advisor and they get there and then they don't know what to ask or the faculty is like, well, what do you need? Cause it's like, we've got to help everybody have that dialogue and have some conversations. The bottom line in all of this is we want everybody to grow and get the experiences and be that kind of finished product, that model of somebody that's got an idea of what they want to do and learning is lifelong.

Bob ([07:13](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=433.91)):

And I think that's one of the things that we all Lu realize as we continue to go through the university structure. But you have so many people to give back. And I know part of the program, Gerry had told me that there will be like upper level students that may be junior level students that can help mentor those, those first year students coming in. And I know that I see that so much, it's critical that you identify students that are at an upper level to get advice from them, but make sure that you know, that they know what they're talking about. I know I always joked with my son. I said, whatever you do, don't take academic advice from your two sisters because their, their their role and how they went through school is different than how he was going to go through school. So no, no those resources, but I know Gerry's working with students that are at that level to help create some good mentorship roles. So you can get connected at any different level here across the university. And so start to think about what those opportunities might be and who can offer you some, an ear to listen and an opportunity to kind of process things with, sorry, it's probably a pretty long answer to kind of a thing there. So

Gerry ([08:26](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=506.38)):

It's a great answer and it touches on so many things we talk about with mentorship. And I, I don't know, I'll give you credit for it. I don't know if it was you who said it or not. Who told me, you know, it's a trusted friend and advisor and the knowledge that your trusted friend and advisor has manifest in so many different ways. And you and I were talking a little bit before the show about, you know, some people want a former, a formal mentorship program and they want agendas and they want schedules when they sit down their mentor mentee, and that's okay, but you and I have had an informal mentorship for 30 years. And whether it was me calling you, or you calling me to check up on me, you know, which I so much appreciate cause sometimes it's all it takes and have a conversation and kind of look at things a different perspective and kind of check in and check up on people.

Gerry ([09:13](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=553.62)):

And I think the last year with the pandemic really brought that to the fore, right? People needed their, their social resources more than ever before, but I'm getting ahead of myself. Let me back up and let me give you a chance. And we ask everybody who comes aboard to the MentorShip. We have so much fun with the puns on this podcast. So bear with me. Our fans love them. So tell us a little bit, and I know this is a loaded question because you have so much Grand Valley experience. Tell us a little bit about your Laker journey. If you can thus far

Bob ([09:50](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=590.87)):

Uh, well, I could just say that, that I started in an office that had myself and one other person and grew it to an office that had about 12 full-time staff and six or seven graduate students. So learning to manage and excite and energize a team of committed student affairs professionals and then to support a community that campus grew from 6,200 students. When I got here to almost 25,000 and a dual campus. And, you know, trying to manage things between both areas and meeting student needs has changed so much over that. And if you add little things like technology with laptop computers or our cell phones and smartphones email, and things like that, that we had to do as if you called and maybe got ahold of somebody when they lived in their apartment or a hope that a roommate might give them a message, it was totally different than the communication that is on now, or the ability to sit and write your paper and have spell check and grammar check and all those.

Bob ([10:56](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=656.69)):

I mean, I'm sounding like a dinosaur at this point, but when I went through school, we didn't have those luxuries. And so the one thing that I would say is I've, I've realized that because of the ability to text back and forth in that you really don't have to plan as much. I'll just go back. When I went to school in the seventies, if I was going to meet Gerry at the library after class, I had to make that plan with him before I went to class. I couldn't just like in the middle of class or when I got out of class, text them, say, Hey, I'm going to the library. You want to meet me? So the skill for planning is not as ingrained as much as it used to be needed because you have the ability to kind of do it on the fly all the time.

Bob ([11:41](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=701.09)):

And so I think when we're talking about the mentorship, part of thinking about it strategically for each of you as students, or as a, as a faculty member, it's, it's planning some time to do that and planning to make that effort, to identify people that might be potential mentors to you, because if you just leave it to that unplanned and kind of unstrategic, you'll miss that opportunity. And I think when I say that opportunity, I'll come from both ends here as a faculty member, it's, it's a real gift to really be able to connect with a student outside the classroom and spend time and help them on their journey of learning and growing and maturing. That's probably the, one of the most rewarding parts that I had about my time here at Grand Valley, especially because I had students that would stay connected all the way through and then as they've left and now as they come back, I've got student's, kids that are now attending the university.

Bob ([12:39](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=759.31)):

That's how long I've been here. So those pieces come from that experience and just planning to have it. But in my time here, I was always going back to my experience. I advised a lot of student government and the newspaper and student organizations. I was there to help. And I could tell when people were trying to figure things out or I'd invite people to come see me. And it's sometimes it's that invitation part as a faculty member to, to invite people to come in or to go have a cup of coffee, or to sit down in the common food areas and be approachable and be connecting and all that informal connectedness leads to sometimes more formalized connectedness. And I think that's one of the things that makes the journey for all of us more special is when we take the time to care about each other. And I've kind of learned in this world, there's those that are takers and there are those that are givers. And so if we all give our time and give our support to each other, I think we'll be much better as a community. And each of us as individuals will grow and flourish to even greater Heights than we would individually

Gerry ([13:51](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=831.18)):

Well said we talked about on the show before, you know, humans being a tribal people. We're, we're kind of programmed to go through things together and band together. And sometimes these tougher times are great times to show that. Tell me a little bit, Bob, from the mentor perspective, cause you have a lot of experience as a mentor and there's folks out there who are listening, who are professionals, or they've graduated Grand Valley, they're alumni. They're not alumni, they're out there working and they're listing this, they're listening to me, beg that we need great people to be mentors. And they have a lot of objections of why they may or may not. Why would anybody want to be a mentor?

Bob ([14:30](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=870.87)):

Oh, that's, for me, that's almoat a loaded question because the rewards, the rewards and the opportunities to do that outweigh all the other opportunities that are out there because it's the, the connecting that way. I, it's hard to describe that, but while the fact that we're sitting here right now, whether it relationship that started 30 years ago, or I can even I'll, I'll share that. When I started as a freshman at Northern Michigan university, I had a hall director and I ended up being a president of my hall and got involved in all kinds of stuff. And that led to this and that. And then I ended up being an RA for that person. Well, here we are 45 years later or whatever. That person that I just mentioned is actually my best friend. I text him probably every day and talked to him probably three days a week and we get together all the time.

Bob ([15:29](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=929.81)):

And this was a relationship that started you know, all those years ago. And I was just the freshmen, but he was a professional staff member, but we had so much in common and over all the years, we've raised our families and we live in different towns and different parts of the state, but those relationships go on. And so when I'm when, as a faculty member, those students that go out there and continue on in the field and take the education that they learn in the classroom and apply it through their internships and, and the formalized you know, things that are trying to accomplish there, but just the informal mentorship, or if there's really this formal mentorship program, you know, identifying what the outcomes might be. It's really about asking and knowing what questions to ask, because as a student, you're going to have questions and you're going to have needs, but I never really tell people what they need to do.

Bob ([16:27](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=987.26)):

As far as that mentorship, it's it being able to ask the right question to help that person explore in their own mind what they are thinking it's kind of help helping the brain was some other, you know, three-dimensional kind of questioning and people that are good at that really make excellent. What counselors do it all the time. But for those of us that would be in a mentorship role, it just triggers the thought process. And it may lead people to clarity in their direction and their purpose, and it may challenge them to move forward and even to greater Heights than they would now. And I think that's where as a faculty mentor the rewards come, when you watch that person light up that passion, same thing that you see in the classroom, especially like in a laboratory experience as they move forward and have that.

Bob ([17:16](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1036.19)):

And then later on when they're in the field and in an internship at a company or in a corporation, you know, you can see that and you can hear that in their, in their voice and in the excitement and in the rewards because life's going to bring so much to them, but if you can help them realize the potential there. And many students are struggling with things as simple as finance or relationships or things like that, that they don't know where to find that advice and support. And as a mentor, you may not know the answers to all those, but you know, where some of the resources might be and something that's all it takes to help a student, you know, bring some closure to something or to deal with something and move forward. So it's not like there's a probably,uI'm sure Gerry's got some things for some structure to help people in the mentorship program, but,uit's, it's really just a process of,uhelping one another and engaging in some dialogue that you can move forward with things.

Bob ([18:19](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1099.41)):

So it it has many rewards and, and I would really encourage everybody to take advantage of that on both sides of it from the faculty perspective as a staff member or as an upper-class student to take.

Gerry ([18:33](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1113.551)):

Or a community business person.

Bob ([18:34](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1114.65)):

Or a community business, actually who's if, if you can make the connections and a lot of times, and that's one of the areas where faculty especially can connect students to that external community person in a business or a different area, there's relationships that are there, same thing through career services, where they're developing internships and have relationships with various businesses and things like that. So, and part of it is you want to, I mean, I look at the college of education, they have a program where you actually go student teach for a semester. But I was talking earlier about making sure, you know, where you really want to be, because if you go through all your school years, and then you get out into the career and you go, this sucks, I really don't like this.

Bob ([19:20](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1160.13)):

You should know that before you get into it. So how do you go do that? And part of it is too, you know, this mentorship, but help you identify some of the internship opportunities and those internship opportunities that are, you know, probably more formalized and, and you're getting critiqued on that and working within a big corporation or the business and all, that's pretty, pretty common sense, but it may be a little scary and how to navigate that. And that's more as a faculty mentor, you can help mentor that student and take some of that, that just anxiety that comes with that. Cause it's all unknown. You know, you may not have gone through that before. And I always forget about how much we know. I remember watching a presenter one time and just talking about all through life. You're always a freshmen, you know, you're always, you're always moving into a new home. You're always taking on a new job, whatever the case, we're all freshmen all the time. And so you remember what it's like to have that concern and that excitement at the same time, you're worried about whether you'll fit in or whether you're going to be successful. And how do we, you can store that confidence in everybody and know that if they've made it to Grand Valley at this point, they've got the ability to be successful. So how do you like that fire and trigger them?

Gerry ([20:34](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1234.85)):

Absolutely. And I think about the rewards of when the, especially after the, if you have a formal mentorship and they end or whatever, you get the call, right? You get the call from the former mentee or the now friend or whatever, and something you did or said helped them and their journey in life. And there's a lot of reward in that. And I ran into a lot of community mentors right now, business professionals who are like, I'm just too busy. Or I just feel like I have too much on my plate, or I don't feel I have anything to offer a student. What would you say to those community folks, the business leaders in the, in the, in the area for thinking about this, but around the fence with some of those objections,

Bob ([21:20](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1280.88)):

Well starting or reverse order there, that everybody has something to offer and you may not know it. I remember when we were doing the event and we were, we were raising resources for the Olympic wrestling trials back in the eighties. And one of the people that was a mentor to me, Jim Scott, he was like, everybody has something to give, even if it's only pencils, you know what I mean? That there is something there. So I would encourage everybody to, you know, invest some time there. And again, we all have 24 hours in the day and how we spend it, how we use it or how we lose it. I think you can find that time in there even with families, even with careers. But the real question is what are the real priorities for us as educators? And as a community member, what is, what is, what is your commitment to give back to the community, to the next generation?

Bob ([22:17](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1337.73)):

And I think that's the key thing that our society, those that are in the education and are trying to help the next generation come along. But our community leaders many of them as well, but realizing the role of that, if you can help build the next generation to support your business, support your organization, you know, whether it's a nonprofit or whatever, we can help the next generation become better. And we want that level of citizenship. I always wanted to, we, we did a program one time where we took students to the pops concert and we met with John [inaudible] before and had dinner. And we, we were trying to engage students with, you know, those particular kinds of programs because we knew they were going to go into business areas and they were going to the ones that were going to support the arts and the next generation.

Bob ([23:16](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1396.35)):

So they needed to understand the importance of that and their role in that. And so we gave them those kinds of experiences. So in a business you might invite people in to help shadow see the operations and maybe attend meetings, be visible things. There are so many opportunities and everything that we take for granted that we do every day, that others may not have ever had that experience. And so it's a great experience. I, one of the things I did when I'll say a formal internship, but I went with each of the regional supervisors from the, the regional office, from the DNR up in the UP. And I went with waterways, I went with law, I went with fisheries, I went with parks and I got to see all those different pieces of how the DNR works and covers those different areas. So any business has the accountants, the HR people, you know, the production, the marketing. So throughout any organization, there are things that students can connect to and taking the time to realize the role that we all have. The important role that we all have in, in that is helping the next generation come along and move our society forward, help build our community and keep it as a great community. We all are partners in that.

Gerry ([24:36](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1476.73)):

We're all on the same ship in the end, right? Nobody, nobody nobody's doing it themselves and you're going to have good ship mates and you're going to have other ship paints. What kind of, what kind do you want to add?

Bob ([24:46](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1486.33)):

Well, you can always throw them overboard.

Bob ([24:48](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1488.97)):

There's, you know, I always talk about when I was, I said I was a farmer or a gardener. There was always a few that I had to pull weeds and we might have to pluck them in and have them try something different. But but I think overall the opportunities are there and it's, it's really just lending a hand and lending an ear and, and reaching out and taking time for that. I know that my good friend, Troy Farley, who's the director of the career services area. He's like I keep half my day and open up open time to meet with students because he goes, that's what my job is. I get sucked into so much administrative meetings and, and things like that, project work, but the real real need is obviously the student contact. And so I think for all of us to make time for contact with students every day outside the classroom, if you're a faculty member, or if you're a another student to know, just take that time to look, look for a younger student and how do you mentor them and, and help move them forward in their career.

Gerry ([25:50](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1550.86)):

Do you have a, it feels like a good time if you've addressed so many things, do you have a great or a favorite mentor or mentee story?

Bob ([26:03](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1563.28)):

I, well, I D

Bob ([26:04](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1564.41)):

I guess I could, this'll be a kind of a comical story, but I had was doing a an internship and I had, I was working with a conservation officers and I worked with one officer quite a bit. I'd spend about 3000 hours over a couple of years in the field with them. And I just thought, okay,

Gerry ([26:23](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1583.98)):

Formal mentorship or a formal internship, or, well, it's just something you set up?

Bob ([26:28](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1588.04)):

Was a formal internship that started, but then I continued with actually the state had a volunteer conservation officer program where you could spend hours in the field with, with an officer. And again, as a police officer law enforcement officer, they, they don't want just anybody riding with them. So over the course of time, I, you know, built that trust. And then I spent a lot of time because that was my original career goal was to, to go that way rather than student affairs, where I ended up in, in higher ed. And I just remember always getting those little mentorship kinds of comments from him throughout that experience, that related to life in general, and then related to the law enforcement kinds of things. And so some of those were humorous, some of them were dead serious but those are all kind of some of the mantras that I end up living life to later on and realizing that you don't have control over everything, things can change instantly.

Bob ([27:32](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1652.97)):

And so those experiences at times where were, like I said, humorous and other times you know, if you, you wouldn't wish that on anybody some kind of getting lost in that, but, but for me, that was one of those experiences where I learned a lot of really good life lessons, but I also had people, especially at the university that former president Lubbers you know, I got hired by him, way back in the eighties and I still am in contact with him. And, and, you know, he's in his nineties and he's still mentoring so many of us and challenging us and thanking us and, and those opportunities that, that we get the rewards from that, you know, just are insurmountable. So I, I just have had so many opportunities with so many people like that. A lot of them have come from informal relationships with other people on campus just through my relationships with them too.

Bob ([28:35](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1715.25)):

And so great advice from colleagues. I created partnerships with my good friend Andy Beachneu now who's at the time was the director of housing and Andy and I met every week for lunch. And that was a good time for us to help mentor each other, share what was going on, I'll say, personal lives, our professional lives, or to deal with staff issues. And those kind of common experiences were, you know, in different shops, but we had a good opportunity to help gain strength and knowledge and wisdom from each other. And so when you look at any of those opportunities, everybody has something to offer. Those are the kinds of things I would encourage people to look at. So other students that are in your program or may have graduated, or the more that we can connect with alums and get them to be back and talk about their experiences, you know, all those things are there, but again, faculty have gone, you know, they've, they were students at one time.

Bob ([29:36](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1776.39)):

I always had my students when I was working with a freshmen seminar program, I had them interview faculty members and talk about what the faculty members experiences, why were they at the university? And we started to, you know, get common threads about why people came here, what advice they had to students as undergrads. And I think as faculty members, if y'all go back and think about what your experience was like, how can you help current day students with the stress and pressures that they've got be successful? So it's just applying that back in that sense, even those that are out in the community, you know, you were students at one time you remember what that experience is like. So we're all humans and we all have needs. So step up and, and be a part of it.

Gerry ([30:29](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1829.25)):

I appreciate that in so many different ways. And I, I, you, as you were talking about that, and you talked about President Emeritus Lubbers, who's actually going to be on the show next week as to tell the bill Seidman story. I think a lot of Siemens students could learn and myself included from that, but there's kind of a, there's a silent mentorship net that's been formed, right? So while president Lubbers hasen't formally mentored us, he mentored people who support us or created programs that are there. Like you're talking about whether it's in the college of education or whether it's the outdoor club that I know that you were, you know, involved in those things exist because other people have volunteered their time and treasure. I call it to make sure that those avail that that's available. And I think that's, what's great about the Grand Valley story is Grand Valley is not an old Ivy league school university.

Gerry ([31:26](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1886.01)):

It's a new one. It was kind of a new experiment at a time that it wasn't a greatest time to, to build a university but people did it. And because they did it, we're sitting here today. And I think every Laker has a piece of that legacy and the people who are interested in that legacy had that learning agility. They want to learn more and they're going to form those relationships. But we're, we're, it hits so many great points and I could talk to you for days and, and, and we will, but to wrap this show I was wondering if you would talk a little bit about maybe if, if a student is listening to this and they or a mentor, a potential mentor is listening to this other than calling us and saying, Hey, I want to formally be part of this. What kind of questions, internal dialogue, what kind of things should they be thinking about? And if you're thinking these I, what I'm going to is, if you're thinking these thoughts, mentorship might be right for you, or, you know, a mentor relationship.

Bob ([32:31](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1951.99)):

Yeah. Especially if you hung on and listened to this whole podcast at this point in time it's kind of like, okay, where's the sales pitch we've been I'm in my mind, that's a natural one does tell you that this is something we all need to do on, on both sides as a mentee or as a potential mentor. I've had so many great experiences with that, but and I was just thinking about some of the students that I've had that continued to come back into my life. It's kind of like you plan an apple seed, you get an apple tree and you get apples forever. It just keeps on giving back like that. So those are the things that, for me, I've just been some of those students, I stay connected with all the time and they may be relationships that have started a long time ago.

Bob ([33:19](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=1999.73)):

I've had a lot of other staff and faculty that I've had relationships with and sought that advice and support they've now moved on and retired or in different areas. And I still am in touch with them. There's still that outreach. There's still that connectedness. And so those are the things that I would continue to see, you know, people trying to do. So if you start to think about it, who do you want to, what do you want to learn? Something from? It can be informal. I used to always tell students, and I still tell them meet three new people every day. That was something that former student Senate president Scott Henny had a whole campaign, excuse me, one year. And we're all trying to get people to realize that all your life you've been told, don't talk to strangers, don't talk to strangers.

Bob ([34:11](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2051.09)):

And then you get to college and it's like, you better start talking to people cause you should be able to tell who's a good stranger and who's a bad stranger at this point. So my whole need and my whole direction that to my staff, it was always, we just gotta sometimes, excuse me give people a little nudge and maybe this podcast will help give you that little nudge, whether you're the student that kind of, not sure if you want to do something like this, but a little nudge to go check it out and go make, make, take some steps to do something. Again, there's no, there's no fear in this when you really come down to it, it's, it's all about getting some more support. And then from a faculty and two it's, sometimes it does the nudge. It's like, Hey, faculty member, you you'd be a great mentor.

Bob ([35:00](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2100.29)):

You may not realize that thinking or think you have time, but you've got time. You've got the skills. You've got the experiences. Take the time to add to the educational process and spend a little bit of time informally. And again, some of it may be hanging out in the cafeteria, trying it out. And then later you may end up a little bit more formally and help students. You know, they may, there are some students who are gonna want to chart out what their goals are going to be from this mentorship. And some faculty members may say, if it's going to be worth my time, we need to plan out what your objectives are. What are the kinds of questions we want to get to? What's the heart of it? How often do we meet? Or what does that look like? And that all comes with once the relationships get started, but sometimes it's just the nudge to get that relationship started.

Bob ([35:47](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2147.04)):

Or it's the nudge for you to call Gerry and say, Hey, I want to be a mentor. I feel like I'm on a PBS pledge break now. So just, just call in and, and, you know, the the prizes that you get from donating the prizes you get the reward you're going to get from having this experience are going to be overwhelmingly rewarding. And life-changing for people on both ends of it. So I really wish Gerry luck with a program. And I hope all of you that have stuck with us, listen to my rambling in that sense are going to find those opportunities. So I wish you all best luck and go Lakers.

Gerry ([36:30](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2190.02)):

Thanks, Bob. It's a absolutely a pleasure and honor to have ya on behalf of all the Lakers, all Grand Valley, thank you for your 38 years of service. Thanks for coming back and on a personal level. Thanks for, for being my friend and my mentor. It has meant so much, and it really defined a big part of my Laker journey. And it's, it's by no accident that you're involved here after my undergraduate time, my professional time, my returning to Grand Valley to coach, and now being in this chair for mentorship you've been a part of that and a big part of that. And I thank you for that. It's been, it's been a pleasure and I'm looking forward to whatever we're going to get into next,

Bob ([37:09](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2229.74)):

As my pleasure, Gerry, I can't wait to see a heavy make this program, just, just blow up and be such a success and such a valuable piece for the Seidmen college and for students in general. So good luck.

Gerry ([37:21](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2241.261)):

Thanks Bob.

Gerry ([37:21](https://www.temi.com/editor/t/iRGIQud_e3imJe7A59rgJQAJ9r5z-84e3n2831U9v8mn03CDtpF-KVaMWswyBEA3Vywtp4ERYW0hhOEp2p2r0uxXhjo?loadFrom=DocumentDeeplink&ts=2241.65)):

Thank you for sailing along on this episode of the Seidman mentorship podcast. For more information on the Seidman school of business mentorship program at Grand Valley State University set your heading to www.gvsu.edu/Seidman If you have a story to tell know someone we should interview have questions or comments, email us at go2gvbiz@gvsu.edu until next time, keep a weathered eye on the horizon and we wish you Fairwinds so long.

**Episode 4**

Gerry Cooke ([00:11](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=11.97)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on this show. We navigate the voyage of life through the lens of Lakers, some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting lifelong learning agility and a culture of mentorship.

Gerry Cooke ([00:37](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=37.47)):

Today on the show, I welcome Grand Valley president Emeritus Don Lubbers. Lubbers served as university president from 1969 to 2001 making him the longest serving university leader in the country. Lubbers is credited with the growth of Grand Valley and its reorganization from a collection of colleges to a full-fledged university. Lubber's style as president was a combination of community and state government hobnobbing, and a congenial form of open door, enlightened parentalism on campus. We discussed the legacy of Bill Seidman, who was immortalized by the GV business school that bears his name. Bill was a successful businessmen, an advisor to four presidents, and credited with the major role in the founding of Grand Valley State University. President Lubber shares what the university was like in the beginning, his hope for students now, and the role mentorship plays in the fabric of Laker life. It is my honor and pleasure today to sit with the President Emeritus Don Lubbers who, President Lubbers, I think of you as my president still. I mean, it's been many years since I've been at Grand Valley, but I still think of it that way and welcome,hoy, welcome to the show, and thanks for coming.

Don Lubbers ([01:49](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=109.2)):

Thank you, Gerry. Yeah. I sort of feel a proprietary right to you.

Gerry Cooke ([01:55](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=115.53)):

Well, the feeling is mutual. Although I will admit that as a student, I did my best to stay out of your purview as much as possible. I thought of you more as a principal than I thought of you as a paternal figure.

Don Lubbers ([02:06](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=126.6)):

Yeah, I know. Maybe, maybe that was your mistake.

Gerry Cooke ([02:10](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=130.51)):

I think it was my mistake. And I think it's gonna go right into the mentorship piece. We're going to talk about, because I feel like you, um, Bill Seidman Mr. Niemeyer, there's so many names of people that did not mentor me directly, but you created systems and you created opportunities that students at Grand Valley are benefiting from today.

Don Lubbers ([02:34](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=154.56)):

Well, mentoring has several levels. One of them is a direct professional mentoring program where students and faculty or some business person or someone in a profession is assigned and they, one mentors the other. That becomes a part of formal education, which I think is going to increase in importance. Not that it hasn't been important so far, but it is going to be the way of education in the future. More than it has been in the past. If you look at the engineering school and the business school to some degree they have formal mentoring programs. Students must be mentored and that kind of an assignment is a good one because it's hard to escape from it. The second, and the another important way of mentoring, is for the student, the young person to just observe a professor or an administrator or someone that he or she admires, and that they look at that person, they talk with that person and as they observe, they are mentored, that's a kind of informal mentoring, which is also exceedingly important, but it depends upon the student's curiosity.

Don Lubbers ([04:23](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=263.74)):

The student must be curious and want to learn from a more experienced person. So they learn through observation and maybe some interviews and questions and living as close to that person as it's possible for them to, to in a in a non formalized relationship. So those are, I see, those are two very important mentoring systems of mentoring, you know, in the, started in the middle ages, I think in Western civilization where people entered professions by being sent to a person in a profession, if you wanted to be an artisan, her blacksmith or whatever it was often your parents would make arrangements and you would be assigned, and that's the way you learn the profession. I think it's going to be more and more important for the student to be assigned to someone in a profession that she or he thinks might interest them as a profession and get into a formal mental right mentoring program. I was always for that when we started the engineering school that was built right into it. And it's been one of the most important aspects of the Grand Valley Engineering School.

Gerry Cooke ([06:19](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=379.83)):

I like how you take that apprenticeship to journeyman, to master from the, I knew you were going to get your history degree. I knew, I knew I was going to get some history lessons beyond that, of, of Grand Valley and the Seidman School that I'm going to ask you. But and I appreciate that. Not only as they call me the captain of the mentorship. So I told Bob Stoll, he was the Admiral that makes you the Commodore, I believe in, in Naval rank, I'm going to check with T Haas on that one, But that, that makes you part of that and those systems. And I'm happy to hear you say that. I wasn't surprised to hear you say that. I'm curious though, about your mentors in the past and your mentees, the people you mentored men, you know, you were mentored by a mentor and how those relationships

Don Lubbers ([07:07](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=427.131)):

I was, I was never in a formal, I was in informally mentored. I'm an anomaly really because I grew up from the time I was three years old in the home of a college president, your, your father, my father was a president of central college in Iowa, where I became president later and of Hope College. And then I came back to Western Michigan. So I'm clone-like, and that was where I was mentored. When I entered my profession, I had lived as a son of a president for so long that some, many of the things that were necessary in order to be successful in the profession just came second nature to me. So I, my greatest mentor were my mother and father, they taught me how you become a successful college president, not only from them, did I learn the nuts and bolts of the job, but they always loved the institutions.

Don Lubbers ([08:44](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=524.94)):

They served the, they loved the institution as much as the practice of the presidency. I learned that from them it was never in a profession. And how do you get ahead in the profession? It was always, this is a wonderful profession and you've got to love the place you're serving. And so that I'm, I'm not what one would call the, the normal mentee, but that was a, an informal mentoring process that was as intense as any mentoring process there is. And of course I observed other college presidents, but I think very early on, as I went into history as a, I wanted to be a history professor and I was for two years, an instructor in history. But I think I always really hope that I would be a college president, but you don't train for that and then say, okay, now I'm going to put my application in. It doesn't work that way. But I was fortunate in how my whole career unfolded and that the people from the college where my father had been president and where I had grown up as a boy, invited me back, and I became president there at a young age, the mentoring was essential for my success. So many people, for instance, in, in business who are sons and daughters of business people, they will work in the business, inherit the business, some of them rebel and don't want anything to do with it.

Don Lubbers ([10:56](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=656.01)):

If you find you can adjust to what your parents have been an hour, and you like that it's really helpful because you don't have to go through certain phases of life. That other piece that people have like rebellion and working your way up. But each person has a good reason. I hope for doing what she or he wants to do, but my track, and I think there is this track and mentoring that you, you, you look at people that you admire and you think are doing something really great, and you think about them and you concentrate on them and try to become acquainted with them. You may be, you usually are because that is mentoring at the highest quality.

Gerry Cooke ([12:03](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=723.73)):

Did you mentor anyone?

Don Lubbers ([12:09](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=729.49)):

Again, I think when we're in an informal basis, I like to think about, and sometimes I'm in contact with people who've worked in one of the colleges and universities where I have been, who've become presidents and they've been successful at once. So yes, I, I mentored them. And in, at times they would ask me about the job and they would observe me again, the observation of how it worked and the, how I worked. And yeah, so they, they learned how to be presidents and they were, there are about five or six of them. And they're, all were successful.

Gerry Cooke ([13:05](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=785.7)):

I wonder what your thoughts are about what happened between the time where you grew up and chose your mentors informally. And I had a similar background there wasn't an official or a, there wasn't a program for it when I came up through Grand Valley, but I gravitated towards people. Professors, professionals that as you pointed out, I admired there was a spark relationship and then pursued them with questions, pretty relentlessly. And some of them to that day, we mentioned Bob Stoll, who we're both acquainted with. And I still in contact with Bob, especially now back at Grand Valley in a professional position. I go, Bob, how do I do this? Or who do I talk to about that? What happened between our original time? And now we're, we're developing formal mentorship programs?

Don Lubbers ([14:01](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=841.17)):

Well, I haven't been around to to watch it. I just have seen in the, in the Seidman college and then the College of Engineering, particularly, I have seen the mentorship, the formal mentorship programs grow and succeed where you have a formal and good mentorship program after college, there is almost 100% employment in the field that w-where the person has been mentored. It's a- It's amazing. It is, it's the way to go for employment. And that's why I think mentorship is beginning to spread. It's beginning, it's spreading in Grand Valley, like it is in other institutions I would assume, because it works.

Gerry Cooke ([15:00](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=900.11)):

What about from the employer and the company side, when they listen to this podcast? And I asked them, often I say, Hey, you know, join the mentorship program. There's a lot of benefits. It's often hard to describe those tangible benefits. What do you think the mentor who's the business professional or the company owner? Why should they get involved in our mentorship programs?

Don Lubbers ([15:25](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=925.34)):

Well, one of the nicer aspects of it is they become friendlier with a younger person. They have a, they have a new kind of relationship. They may have children. They've had a good relationship with sons and daughters, but, but this is a new kind of relationship. They're providing a program that assists this younger person. And they get to know this younger person by knowing a younger person, you know what talents that person has. And more often than not, they find out how that mentee can fit into their organization. And so it's quite natural for them to hire the person when that person is finished with college. So it's, it works, it works on a personal level. And whenever we can have personal relationships that please us, enrich us, that's a plus in life. That's what life should be mostly about. And then when you can spot talent and develop it the way you want to develop it, that's another plus. So that's what I see as the advantage of mentorship.

Gerry Cooke ([16:56](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1016.27)):

I hope everybody's listening very closely to those last few sentences that you said, because I want him to join our program. So we won't stop for a telethon break to say call in now. We're, it's great to hear you say that. And it reinforces the things that I am trying to launch inside the program and the Seidman school is backing in secretly between you and I the university, I would like to see that as a culture thread within the university, which I think, and now I'm going to ask you about that. Next is your leadership, Bill's leadership that gave us these tools that gave us these structures. So we dove right into it because it was so natural, but let me back up. And it's the loaded question right now. I'm going to ask you to, to summarize for us at your voyage at Grand Valley, which I know is a monumental task, because you, you serve so many years and so many accolades, but when you think about it, when you crystallize it, distill it, how do you remember your time at Grand Valley? And how would you, how would you tell the folks that don't know, don't know Don Lubbers.

Don Lubbers ([18:13](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1093.29)):

Here, here, here are the major objectives. First to have high academic quality throughout the curriculum work to make it good throughout, I was advised by some people pick two or three programs and make them good. My response was no, we have to try to make all of them good. Their their suggestion was put resources into just a few, because that will help them be better, but I felt no let's spread the resources across the whole spectrum of the institution and make it all good. So that was objective number one, objective number two, which you said, if you've read or listened to some of my speeches, I almost included in everyone.

Don Lubbers ([19:17](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1157.28)):

It's important to be professionally excellent, but in a community of excellent educators, we have to live in the civil society. I remember when I arrived, I would get copies of memos. They weren't emails. Then they were memos from one faculty member to another, or from one person to the community that would just be ranting and raving about something. And I came on pretty strong. I said, we don't do that. That's okay to have your opinion. It's all right to disagree. But hurling epithets is not the way we should be doing this. And so I stressed the civil society was just as important as the academic society. So those were my two main objectives. Third I considered myself an enabler. It was my job to see that everybody else who wanted to be successful in the organization could be successful. And of course, if the more that we're successful, the better I'd look.

Don Lubbers ([20:42](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1242.66)):

I mean, it's just, that's just kind of an easy human accent, if you help others and they help you. You're all going to be more successful and look better. So I always thought of myself as a, as an enabler. Those were, those were exceedingly important aspects of, of how I, how I administered I guess that's, that's summarizes the, the essence or the ethos that I tried to offer the university. And of course the president is important. You, you can't, you can't say you're not important. You're not going to be the kind of a boss. You can be in some professions because there are so many traditions that keeps the president from being a dictator. So when he tries to be, they kill him. So if you want your way, you have to become exceedingly persuasive. And when you say something, they have to know, that's what you mean. So that over the years, they begin to trust because they are never surprised. They may not like it all the time, but they're never surprised you're consistent in how you function. And when you say something, that's what you mean. And that's what you'll do. And if you can't do it, you go right back and say, I said, I was going to do it. Sorry, I can't. And these are the reasons why, so that's kind of wrapped up.

Gerry Cooke ([22:40](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1360.48)):

We talk a lot now in higher education and I'm new coming back, stepping out of the corporate world. So this is new to me. It's kind of like entering into a different culture again, although I have roots, it's interesting as I hear instructors talk about the need to teach students soft skills or what are now being called human skills and to listen to you because you're such a fine order succinctly put in, say what you mean, do what you say when you can't brilliant.

Don Lubbers ([23:20](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1400.351)):

Like I said, in one of my speeches our profession as faculty members and running an institution is sacred. And why is it sacred? Because you're dealing with people who are in some of their most formative years determining and gaining the skills they're going to use to make a life for themselves. So that's sacred. So think of yourselves in a sacred profession. And if you knew that, then you really begin to understand what a teacher is. And I think that worked quite well at Grand Valley. We, we did build, and even when I came, there were wonderful faculty members. The, the, the structure, the foundation was good. And it was easy for me to pick it up. We had to do things, change things and build things because it grew so rapidly, but it was a sacred profession. And I've always thought of it that way.

Gerry Cooke ([24:48](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1488.87)):

Let me ask you about Bill Seidman. So other than the things that I have read that are available for anyone to read now, that's one of the blessings, I guess, with all the negative things that come with our internet connection some days, what do you want, what stories should be told about Bill Seidman to today's students, not only those that obviously enter the building and are educated on the building, upon which his name is etched.

Don Lubbers ([25:19](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1519.32)):

Well, I'm a believer that individuals make history that what they do and how they think is important. They're not just, you know, manipulated by a greater forest at what they do. They, they are, for what, for whatever reason they are, who they are and what they are Grand Valley would not exist without Bill Seidman's vision and energy and political skills. He is the founder of the institution. He had a lot of help and Grand Valley was a part of a greater picture which was being painted by Dick Gillette and Bob Pew and, and Ed Frey many. And then coming along a little later Fred Meyer, Rich DeVos, Jay VanAndel Bill was part of that energy that has created the present Grand Rapids and West Michigan. It, I refer to it sometimes as the Seidman era or the Gillette era, because they were leaders, energizers, pushed different kinds of projects were instrumental in bringing some of these men that I've mentioned into the game to build Grand, Grand rapids.

Don Lubbers ([27:12](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1632.84)):

So Seidman was that. Um in West Michigan conservative area, people really didn't care to spend tax money, tax money. We don't, we don't need tax money. Well, Bill Seidman was a free enterpriser, but he understood that you send your taxes to the government and they make a pie, and then they distribute that pie. And since you contribute to the pie, why shouldn't you get some of it back? And that was somewhat new to West Michigan and Grand Rapids. And Bill Seidman was, was one of the founders, not only, not only the founder of Grand Valley, but one of the founders of modern day Grand Rapids and West Michigan. And then of course, he went on to do remarkable work and the, in the federal government. And he was Dean of a business school at Arizona State. He was the executive vice president of a copper company.

Don Lubbers ([28:29](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1709.67)):

And he had all these talents. Bill was, had one of the most intelligent, rapid moving minds that I've ever observed. He thought quickly. And he thought correctly about matters of public policy and free enterprise. In addition to this unbelievable facility to think and, and think and initiate he could take, he could move from the abstract to the practical almost instantly. It would be, we've been talking about mentorship. He loved being a mentor. He helped more young people. And when I came to Grand Rapids as president, and he was chairman of the board, he, he introduced me to what I needed to, to whom I needed to be introduced, both people and situations. And he helped me immensely learn the territory. I knew the territory from the past, but he updated me on the territory. So he was a great mentor to me and I could, I would go into his office.

Don Lubbers ([30:11](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1811.26)):

And at the end of the day, he was downtown Grand Rapids, a managing partner of Seidman, Seidman, and I'd come in from Allendale and we'd sit down and talk about things. I could try anything I could mention to him. He always had an intelligent response, always a smart response, both in the practical thing to do and the personal thing to do. So I had a great admiration for him. And I think I was better in my job because of him because he was a good mentor and he had people all over that he mentored. He'd help them out, get them a job.

Don Lubbers ([31:03](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1863.32)):

I, I can, I can name a lot of them. I won't take the time to do that, but they're all over the place. So he was, he was a good me-mentor. He was a man on the move, endless energy. He died at 88 years of age because he'd gone to San Francisco. I think it was to, to participate in some bankers meeting. And he was sick when he went and on the way home really and the airplane, I think the infection overwhelmed him and taken to the hospital and he died or that infection. He, he, you couldn't keep him down. He, the last year of his life, he really needed to take it a little more easy and solve a bacteriological situation, I think. I'm not sure, but that's the way I size it up from a distance, but he couldn't have that. He, he had to keep churning and he kept churning. That was just his nature. And so he died when he was 88 years old, going at a hundred miles an hour. And that was this Bill. He could not stop the pace.

Gerry Cooke ([32:29](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1949.38)):

The vision. I think that Bill, and again, anybody can go out and look at this. Two things that, that you triggered in my mind, as I hear you speak about Bill one is, I remember a particular speech that was recorded, where the announcer comes up and says, Hey, we have Bill coming up and then says all the things that the pre speaker is supposed to say, and then Bill doesn't come out because Bill's in the back talking to students. So the whole program has to wait and the speaker comes back out and now has to adlib something and says, well, Bill's with the students. And, you know, here's some numbers or whatever it was, what else was going on in the meeting? Because Bill was with the students.

Don Lubbers ([33:13](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=1993.01)):

And when he was involved and he loved being involved with young people when he was involved in something, there were no time constraints and he just do what he had to do. Then he'd go onto the next thing. Schedules were not high on his time. Schedules were not high on his list. I remember one time having a party at our house and I wanted Bill to be there. And I, for some reason, I don't remember it was important to me that he'd be there on time because he never was on time. So I said to him, Bill our, our party's at six o'clock and you make it and then, yeah. Okay, I'll be there. And so I did that because the party was at 6:30 and I, I was sure that, you know, he never, I never found him to be on time. Well, of course, when would he be on time as Nancy and I were finishing dressing for the party?

Gerry Cooke ([34:22](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2062.99)):

Well, you get some free one-on-one Bill time that way, which sounds like it was pretty precious in and of itself because everybody wanted a piece of Bill's time. I, right,

Don Lubbers ([34:31](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2071.27)):

Right. No, no Bill and I had a, had a good relationship. Bill moved from project that interests him to project that interested him. And he liked, he liked politics. He liked to be involved. He liked to be influential in the outcomes. So he just moved on and he came back and was chair of our board for awhile. But he was kind of a non-resident then. And the newspaper went after him. So he, he stayed with Grand Valley a long time. And of course he always was interested in Grand Valley and he wanted his, his Memorial service to be at Grand Valley. So Grand Valley was important to him and I appreciated that he gave generously himself and his foundation continues to do so at times it's a Grand Valley was an important part his life. But when he felt Grand Valley was established and moving along, he'd come back and do things, but he was on to other things and nationally important things.

Gerry Cooke ([35:51](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2151.69)):

The second thing that, that triggered was a speech that you gave where you were talking about the founding of Grand Valley, and you likened it to an infant that was born to middle-aged parents as a surprise, that area of Grand Rapids. And you go on to point out the vision of some of the folks that you mentioned that look around Grand Rapids, and you'll see their names at the VanAndels' and the DeVos' and their, the Pews the vision that Bill had, and you continued in my mind, was to involve the private sector into the support of the university. And that was a new concept, right? I mean, you, you didn't go hat in hand to the legislature and say, we need money to start a university. You did almost more of a matching situation where we'll produce the, I think it was a million dollars we had to come up with first, but the real success, I think of Grand Valley is the fact of how much money it does not draw from public coffers, but is supported by private donation and interest that sustains not only Grand Valley, but west Michigan as a whole, who has that vision?

Don Lubbers ([37:07](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2227.11)):

Well, that of course is Bill Seidman and the, his colleagues who decided they wanted a state institution here and they made it a community, West Michigan community project, and that's never changed. And it would be a great error if Grand Valley became like some universities that feel self-contained and responsible to educate people, but not responsible necessarily for the community around them. And that concept for a new state institution, particularly, that it was a West Michigan community project and should be continually supported by the the West Michigan community. And it should also serve the needs of the West Michigan community. That is a Bill Seidman that, that's what we've inherited from his vision. And all of us who've come subsequently have reinforced that vision and continued it and we couldn't, we couldn't do it without them, without that Grand Valley is so conditioned by that, that it, it should not change.

Don Lubbers ([38:45](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2325.94)):

And I think that's one of the reasons our community, our community commitment did two things. One, it made us aware of professional needs of the community and started professional needs alongside our strong liberal arts core. So there, I remember when we wanted to start a nursing school, that wasn't necessarily because we wanted it. The hospitals were getting rid of their nursing education programs. They wanted us to have a nursing program. Well, not, I wouldn't be surprised that others in the state didn't want us to have a nursing program. So it was a big political battle, but we got a nursing program. It was a big political battle to get an engineering school, but we want one, we, we won because we were persistent and because the community needed it. And it was not just what Grand Valley was doing. It was Grand Valley and the community that wanted it, and that gave the political punch that we needed to get those things done.

Don Lubbers ([40:06](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2406.73)):

That was very important. And the second thing I think it we never tried to be a little university, big university, never tried to be a little University of Michigan or tried to be like them or develop that way. We were a community institution looking for how we could do things best for the West Michigan community, not to become a great research university. And most institutions that get started, the universities, they tend to like to be like the, the major university, all the state teachers, colleges turned universities, they all kind of like to be big, major research universities. We never went that route though. We encouraged faculty to do research. We built institute, institutes to do research, but we were interested in serving what the community needs. That is, they need to educate their students, older adults and professions need help and education. And I think that commitment, the community, started by Bill Seidman, had kept us on a vision, never allowed us to desert that, that vision and serving that vision made a very fine university.

Gerry Cooke ([41:50](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2510.51)):

What's it like for you now? And I see you get passionate. I almost want to ask you if you miss it, but I'm not going to ask you if you miss it.

Don Lubbers ([41:58](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2518.22)):

No, I don't miss it because I'm close enough to it, to enjoy it.

Gerry Cooke ([42:02](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2522.22)):

The, that was my, that was going to be my point of why I wasn't going to ask you, but I wonder what it's like. I described this to somebody the other day when they said, oh, you're back at Grand Valley. What that, what's that like? And I said, I've had these surreal moments when I was walking. And it usually occurs to me between Kirkhof and Zumberg, for some reason there by the pond, I walk a particular piece of concrete on the campus, and I have this flash of vision to a younger me. And I think about the trials and tribulations of a, of a 20 year old me and I thinking about this arduous situation and how will I ever overcome it? And I had been on campus again in a different capacity, a professional capacity as a vendor to the university for awhile. And then I was in my thirties and I had the same vision.

Gerry Cooke ([42:58](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2578.91)):

And I thought, how silly of 20 year old me, we overcame that. But the current crisis is much grander than that. Well, now I'm back again. And it happened to me the other day when I was walking that stretch. And now I'm in my late forties. And I wonder, what does it feel like for you? We met under the arch today. Once we settled on which arch we were meeting under here at the Pew campus, part of your design, you approved by the way what's it like to walk around and watch your vision in action.

Don Lubbers ([43:36](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2616.95)):

It's one of the great pleasures I have in my life is to watch Grand Valley and be able to walk around. One of my major tenants in administration was make the campus beautiful, inside rooms and outside rooms because people work better, think better, feel better when they're in an environment that's beautiful. Even if they're not aware of that, it happens. It works. I know it works and I won't cite the reason, practical reasons that I know it, but I know it works. So it works for me too. I like to walk around because the campus, campuses are beautiful and the buildings are well-maintained and well-designed. And so I walk through them, some that I participated in designing and some that came after me and some before me, and that was another thing that, that Bill Seidman insisted on good architecture from the very beginning.

Don Lubbers ([44:58](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2698.53)):

So when I came here, here, it was a very small, but a very attractive campus. And it's so I was always committed to make it beautiful. So now I, I can enjoy that beauty. So the physical presence of the campus is very it to me. And then I, you know, how, how can I not be interested in rather unusual that all my successors have been very kind to me and you know, that doesn't happen all the time. One of my colleagues who retired so that his successor gave gave the command to the people in his administration that when the former president came around and make sure he's sitting in the back of the room. Hmm, interesting. Now I've never had that. They've, they've been so courteous and so pleasant to me and so inclusive of Nancy and me and university activities that I'm so happy. We didn't go away that we, but you see, I've told you that I was mentored by people who love the places where they were, not just the job they were doing. And I think that's the way I am. I love West Michigan. I love Grand Rapids. I love Grand Valley. I love my Alma Mater, Hope College. I, you know, all those things. I, I'm happy that I was mentored to appreciate things. And so, yeah, I'm around here appreciating all the time.

Gerry Cooke ([46:54](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2814.27)):

Gratitude and appreciation are great ways to start your day. I think it's uh, it's well said. I know a very good tonic, at least for me in my formal years that helped developed my self-assurance and, and I know you're a fan of, so I want to ask you about it. And it's international study. I know that you are, you are a supporter of you helped create programs for overseas study. How important is it for the student that's listening, that's on the fence and well, it's going to cost me a couple extra bucks and I might have to go overseas. How important is international nowadays for student education?

Don Lubbers ([47:36](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2856.16)):

Well, as the world shrinks, I think it's relatively important. We have a population that is not as, so well-educated on foreign policy as it should be the more people who can leave their environment and culture and experience another one the better off they'll be able to evaluate how we as a nation react to other nations. And it also opens up one's mind here you are in an environment you've never experienced before often with a language that is foreign to you or a language that you've been studying. And now you're trying to become fluid in it. You were in an, in an environment you have never been in before. And that experience of finding out other people don't live the way you live is is valuable. Number one, it could be valuable in your profession. And number two, it could be valuable in your, perhaps learning to understand, humility, that what you are and what you come from is not the only thing. And that there are other people who think and do things a bit differently. And they're okay, too.

Gerry Cooke ([49:24](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2964.67)):

When you think about the legacy that you leave and what do you want to be remembered, what do you want to be remembered for?

Don Lubbers ([49:32](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=2972.74)):

Um I don't have much of a, a conscious need to be remembered for something. Having said that, I have, I take such great pleasure in being permitted a career that pleased me. And you know, most of us are not remembered more than a little while. So it really, it really doesn't matter. What matters most to me is the overwhelming gratitude I feel for having been allowed to live a life that has given me pleasure and success, happiness as well, there's trials and tribulations by of course, but I did what I wanted to do from the time I was 29 years old until the time I was 70, I was engaged in the profession. That's the only one I ever really wanted to be in. Now, how fortunate is that? You know, so no, to be remembered is not important to me. It's just having been what I was and am. I'm so grateful, you know, we're, we're born into an environment we don't choose, and we have a genetic makeup for which we have no responsibility. And those are two pretty important that, they make us in so many ways. So why should we take credit? Or why should we want to be remembered if you, with your genes and your environment, you luck out by doing what you want to do. Just be grateful for that.

Gerry Cooke ([52:00](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=3120.05)):

President Emeritus Don Lubbers, my president, or president, my president, what an honor to get in, to speak to you. And I, I regret the fact, I didn't take the opportunity 20, 25, maybe 30 years ago to walk into your office. And introduce myself. I certainly wasn't equipped to have this conversation at that time, but I wish I had the courage to take that opportunity. And I thank you behalf of myself, but behalf of Grand Valley and the students for the, the programs, systems, legacy, campus, I can go on and on and on the things that you, Bill, and so many others have done for us. And I appreciate it. And I thank you.

Don Lubbers ([52:45](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=3165.23)):

No thank you. It's been nice being, being with you. All old people like to reminisce

Gerry Cooke ([52:52](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=3172.22)):

Well, you, during our whole interview, you bring to the fore what it means to be the T Los, if you will, there I'll throw my Latin in there of what it means to be a community member, not just of Grand Valley, not just of Grand Rapids, not just of West Michigan, but as society and a call. I hear you for civility and the true reward I hear you in life is the relationships we have with each other, not the treasure we amass, not the, where we leave our names, whether it's chiseled in stone or forgotten on the wayside, but on the lips and in the hearts of the people that we mentor and the folks that we touch in our lives. And, and though we haven't formally done that. I feel that I feel that paternal love from you and I truly actually appreciate you and this time.

Don Lubbers ([53:46](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=3226.65)):

Well, I've appreciated it.

Gerry Cooke ([56:23](https://www.temi.com/editor/t/Mt73eiRK7jXstIYAxcBQrEub-4Z6GLha2BEeGUXqFcDzrS7ZRxl2PhZ1OFVRQ9OnRBrndKC-y_re7_Sz8l6dbTN1U9o?loadFrom=DocumentDeeplink&ts=3383.49)):

Thank you for sailing along on this episode of the Seidman mentorship podcast. For more information on the Seidman school of business mentorship program at Grand Valley State University set your heading to www.gvsu.edu/Seidman. If you have a story to tell, know someone we should interview, have questions or comments, email us at go2gvbiz@gvsu.edu. Until next time, keep a weathered eye on the horizon and we wish you Fairwinds so long.

**Season 2 Episode 1**

Gerry ([00:11](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=11.81)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on the show. We navigate the voyage of life through the lens of Lakers. Some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting life long learning agility and a culture of mentorship. Today on the show, I host a round table of pro mentors, peer mentors, and mentees. We review the pilot year of the Seidman mentorship program, sharing our experiences and offering advice to those who are interested in joining us. You can hear the warmth and passion of these wonderful volunteers who decided to come aboard and share their voyage with others.

Gerry ([00:57](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=57.89)):

Ahoy and welcome everyone. We have a lot more people in the studio than, than we're used to crowded around our, our makeshift studio here that, that comes to life in the, in the summer here at grand valley. And then we put it all away for the fall and go into the other stuff. So I'm gonna go around the room and let folks introduce themselves. Of course I'm Gerry Cooke and I'm the captain. So I'm the director of mentorship for the Seidman college of business. And with me, I have many guests I'm gonna let them introduce themselves.

Jean ([01:26](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=86.959)):

Thanks Gerry I'm Jean Benhorn. And this was my first year as a mentor.

Gerry ([01:32](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=92.18)):

Thanks Jean.

Reilly ([01:32](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=92.64)):

I'm Riley Forbes, and I am a junior mentee.

Brooke ([01:37](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=97.59)):

My name is Brooke Berman and I was a senior mentor and mentee

Alaina ([01:43](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=103.63)):

And I'm Alaina Boersema and I was a sophomore mentor and mentee.

Gerry ([01:49](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=109.15)):

So I really appreciate you guys Midsummer coming from all your places, especially those of you who have graduated professional careers, not living in Allendale or grand rapids coming out on an evening to, to talk to the program. And I appreciate the work that you've done in the program, and I'm excited to hear, and I know the audience is excited to hear some of the things that you did and what you learned. And I want to start with, how did you get started in the program and, and why did you do it? We'll go around the, the horn again.

Jean ([02:22](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=142.78)):

Okay, I'll start. This is Jean. And it was a personal invitation from yourself, but I really, really enjoyed it and I was happy to do so, because I just really feel like once you've been in your career, a number of years, you become a little bit jaded. So having a relationship with a young, fresh business curriculum student just brings a whole new perspective and appreciation of, of the business world.

Reilly ([02:57](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=177.45)):

I found out about the program through an advisor. I was looking for a way to kind of experience more of what business was like outside of just the classroom. So I, after a series of questions found out about it through an advisor,

Brooke ([03:15](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=195.84)):

I found out about it through a professor. As I found out more and more about it, I really wanted to be a part of the program. I have had the opportunity during internships to be mentored on a professional level. And I just really thought it would be great to be a part of this new program and help bring my knowledge that I've gained to a mentee and also learn a lot from a professional as I was in my senior year.

Alaina ([03:45](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=225.16)):

And I actually joined the program late after everyone else, I worked with Gerry in the advising office and Gerry approached me one day and was like, Alaina, do you have time to mentor another student? And I was like, no, but I will <laugh> cause I really wanted to get more involved. And I also wanted to have a pro mentor and I ended up having both a poor, a pro mentor and a mentee and it was super fun and I'm glad I did it. And I'm glad that Gerry approached me in the office and ended up working out really well. So,

Gerry ([04:19](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=259.87)):

Well we appreciate you taking the time to do it and all of you guys, the time to do it. And I, I, that leads me to my next question that I want to ask. And I think there's a lot of misperception sometimes about how much time does the program take. And I don't have time to do this and everybody's busy and COVID was awful and work is tough. So how much time did it take and how much, you know, was it worth the time that you put in?

Jean ([04:49](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=289.05)):

It was definitely worth the time and it wasn't a regularly set schedule for myself and my mentee. It was kind of dependent on my schedule and hers. It was a lot of lunches and emails and phone calls. So I think that there's a lot of flexibility as far as the schedule demand.

Reilly ([05:07](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=307.261)):

For me personally, it really wasn't that time consuming my mentor. And I would oftentimes meet for coffee on a Friday morning and meet for 30 to 45 minutes once or twice a month.

Brooke ([05:20](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=320.93)):

Same here about once a month, my mentor and I would meet just based on his professional life and schedule. And then my mentee T and I, we often met twice a month, just again, depending on the schedule. And depending on what was going on with her and her life just so that I could be there for her throughout the, her freshman year of school. So

Alaina ([05:46](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=346.13)):

I feel like I met with my mentee a lot more than my professional mentor, just because we are in similar stages in college. And we were able to FaceTime and meet up for coffee with my professional mentor though, like we would meet up and have coffee or lunch together. And that would be like once a month for like half hour or 45 minutes, but it's super doable and I've enjoyed it.

Gerry ([06:08](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=368.96)):

I have learned because it's been a long time since I've been at grand valley and a long time since I've worked with different generations. And I found out that coffee is actually not just, no, it's a, it's a verb and it's a hobby. So in the intake form that people fill out that I used to pair you guys with your mentors. When I asked for hobbies, I was surprised at how often I get coffee as a hobby, but I love the fact that there's that socialization that's happening and I think we're starved for it, right? We we've had two years of being separated, this pandemic for you folks. Especially, you know, Brooke, you, you graduated the last two years. You didn't have a normal what we would call the normal college experience. And I think that changed everything I wanna ask you. And, and for Jean, this will probably be from your professional experiences, what was one takeaway that you learned from your mentor?

Jean ([07:03](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=423.99)):

Okay. So it's been a while since I've had a mentor, but when I did what I always appreciated was their perspective. It's so easy to get drawn into individual situations that you may make out to be more dramatic than they actually are. So just having that perspective of someone who's been there, done that and can look back on a situation and provide advice.

Reilly ([07:28](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=448.78)):

Yeah. So I have a pretty similar answer to Jean, just like having, seeing everything from like their point of view, as well as just how to socialize with people in a like more professional manner. Whereas like for me coming out of high school, you are kind of in your own way of like, this is how you communicate with your friends and then changing that into how to communicate with like your coworkers and other professionals in the field.

Brooke ([07:58](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=478.53)):

Yeah, I agree. I definitely think for me as well, having that person to jump ideas off of and career goals and personal goals and kind of pushed me outta my comfort zone a lot of the time, because at times I think we all struggle with setting those goals and pushing ourselves out of our comfort zone. And so to really have that person to just talk through everything I think is the best experience that you can have.

Alaina ([08:26](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=506.72)):

I feel like my mentor really just taught me how to get more involved within the community. She works at the global trade center in DEVOS and she just wanted me to volunteer and she had always had like suggestions for what I should do. And it was nice to have that person to go to and ask about like, oh, like, how should I go about this? And she would always have an answer or be like maybe you should do it this way instead. So again, like you guys said, like having someone to get advice from, and also bounce ideas off of, and just things such as that. So,

Gerry ([09:01](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=541.62)):

So let me shift the perspective. Now we just talked about kind of what you got from your mentors, for those of you that had mentees. What did you give to your mentee or what was one takeaway that either surprised you or it was really impactful that you think that you shared with your mentee?

Alaina ([09:21](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=561.27)):

I can go, so I had a mentee that was in the same I guess you could say standing as me, we were both sophomores. And so I told her that I'm not just gonna be teaching her things, but I'll also be learning from her. So it's a two-way street. So not only are you the mentor, but you're the mentee with both or with having it go both ways. So it was nice to have someone who also could teach me things while I was helping guide them through their college career.

Gerry ([09:50](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=590.12)):

So what kind of things did you discover from working with your mentee?

Alaina ([09:54](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=594.72)):

Well she is going into accounting and I was not. And so looking at the field of how to go about a job like the job path in accounting, cause she wanted to do auditing such as like Brooke is doing she, her internship process is way different than what I have and what I've seen in the office. So just learning about different career paths. And then I feel like she learned from me just how to get more out there and do more networking events and get involved within grand valley. She is gonna join IPO. So yeah, just things like that.

Gerry ([10:31](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=631.87)):

Cool.

Jean ([10:32](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=632.98)):

I guess I would like to think and I'd have to ask my mentee, but I hope that I was able to be an encouragement to her because it is kind of overwhelming at times, being a student participating in all the activities and looking at a graduation and necessity to get a job, it can be really overwhelming. So I hope I was encouraging.

Gerry ([10:54](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=654.25)):

I love that. There was someone else in the MBA cohort that I worked with that I, you know, encouraged, recruited, coerced into being in the mentorship program lot like did with Alaina. And I would ask once a week we're in class, I would ask, you know, how's it going with your mentees? And one of the mentors said, yeah, I just sent a little card. And I'm like, oh, is it the mentee's birthday? And she's like, no, I just it's exam week. And I just, you know, is this that little piece of encouragement? And I didn't get to talk to the mentee, but I could just imagine that exam week. And it's just so stressful and just getting a little card, a little piece of encouragement, the fact that you're trusted friend and advisor, that's what I call our mentors, right? Somebody's out there and looking out for you and just cares. And I think is no surprise. The program is successful. We looked at the metrics because people who are supported do well, we know that. And so this is not new. But it's great to hear these stories and that encouragement gene I think is, is so important.

Brooke ([11:56](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=716.71)):

I would say for me, I hope that I gave my mentee a friend. I know she, I was lucky enough. I believe that she is one to me. Just really being able to be there for her through a lot of the ups and downs of college, especially, I feel like we all feel this immense pressure to really figure out what major you want to do and really delegate your time to early. And so being able to be there for her and support her in that journey of kind of trying to develop into what she wants to do for a career was really an amazing opportunity for me. And I think also helped me to self reflect and kind of look back and see maybe areas that I wish I would've known and could explore now as a upperclassman so

Gerry ([12:46](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=766.89)):

That what I would've known or had I known them. What I know now is something I suspect will not happen or will not cease to happen throughout your lifetime. As Jean and I sit here and not our Sage like pro mentor heads because you, you, you go back and you look and the things that baffle do as a incoming student, you're like, oh, I've mastered that. And then you're baffled about something. Well, when you go out and you do 30 years corporate, and then you come back and you turn around and you're like, wow, these things keep coming up. What's next. But as you gain that perspective and that experience the things that are coming down the pike as Jean put it earlier, that kind of, that separation between the emotional part of, of your life and your professional part and what matters and what doesn't becomes hopefully clearer. And I love that that's a perspective and we can't teach a class on that. Every time I'm, I'm talking to faculty and staff at the university that are like, we need more people skills, we need more. And that's just something, if we could teach it in a class, we would've done a class. If we could write a book, we'd write a book. But we can't, it's a human to human experience and that's why mentorship works.

Gerry ([14:00](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=840.08)):

So let me back up a little bit because I'd like to hear how you spent your first meetings and how you built that relationship. And Brooke, you talked about this being a friend. And I tell folks that none of the deep mentoring stuff happens until you have a relationship. And I think I encouraged everybody at the beginning. I'm like get to know your mentoring partners and then see where things go rather than I think a lot of people go in with a list of objectives and these are the things we're going to do, and that's great, but the deep mentoring where you really share, Hey, I'm really struggling with this happens, I think after the relationship. So tell me a little bit about how you navigated that and any best practices you might have for the folks listening who are going to be mentors and mentees and things that they might want to think about.

Jean ([14:44](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=884.69)):

We communicated via email at first, just to learn a little bit about each other. And then we met for lunch and I think food is always appropriate and always appreciated in that worked well. That was a common theme in a lot of our meetings was meeting for a meal and had some great conversations,

Reilly ([15:07](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=907.27)):

My mentor and I, for our first meeting, we met for coffee and we really, I came in with the kind of a list of things that like I wanted to try and accomplish over the year, but we spent most of that meeting, just getting to know each other as people and also like kind of set our goals rather than like immediately start working. We kind of really got to know who we are as people and what, what we both both I as a mentee and her as a mentor want out of this relationship.

Brooke ([15:38](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=938.49)):

Yeah. I would definitely agree with that. In addition, just really taking the time and having the patience to just sit back and let a natural conversation flow, which is easier said than done. But just really the first few meetings that my mentee and my mentor had with me, we actually didn't discuss anything having to do with school or education or work. We just strictly kept it to personal experiences in life. And especially I think for freshman, having the opportunity to just really be open about all of your emotions and feelings, I think helped us to really create that relationship early on. So that then later on, as I mentioned, when she had certain questions or concerns, she could actually bring them to me. So

Alaina ([16:30](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=990.55)):

Yeah, I have a similar, I guess, story. I emailed both my mentor and mentee and then got lunch with both of them. And I expected to sit with them for probably like 30 or 45 minutes. And then with my mentee, we sat there for three and a half hours. Wow. And just talked about so much stuff. Like I got to learn about her life and where she was from and why she chose grand valley. And what she wanted to go into. I just felt like it was really good to get to know each other on that level. And finally, I was like, okay, I really have to go home. Like I would love to sit and talk more. So then we ended up just texting and we got to be friends and it was great after that, like I had known so much about her, then we could just like sit down and like create goals after that.

Alaina ([17:13](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1033.39)):

And it went really well. And then same with my mentor. We met for lunch and I usually have like a half hour lunch at work and I was gone for like an hour and a half. And I like had to apologize when I got back to office because I was like, I was with my mentor and I ended up spending way more time with her than I thought I would, but we just had a good conversation. I didn't want it to end. And I wanted to get to know her. So both ways. We spent a lot of time, the first meeting together, just talking about life and how we got to where we are so far.

Gerry ([17:42](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1062.58)):

It's kind of fun for me. I, I miss having direct mentees, but I don't engage in that because I'm busy administrating the program, but it's fun for me to play matchmaker. So I'm sitting there with either. I know somebody like, I, I know Jean cuz we worked together for so many years and then I run into folks and then I'm thinking about this and there's many mentors and mentees in the program who happen to bump into me somewhere on campus. And then we have a conversation and then I tell 'em what I do. And a lot of times that turns into recruitment opportunity and it's fun for me to walk around with these people in my head thinking, wow, this is, this person has all these things to offer. And then I'll almost inevitably it's, it's almost magical. I'll run into the other person.

Gerry ([18:30](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1110.04)):

And I think that happened a lot with the people in this, this room, especially that we, there, there was, there was something about these folks that wanna volunteer their time. They want to help you. They have experience and they're willing and open to do it. And they're volunteers and Jean and I were talking before the before we came into the studio about the fact that these folks are willing to give and receive of their time. And that's just, that's absolutely powerful. And that's a lot of the success I contribute to the program is you folks wanted to do that. I want to talk real quickly about communication methods because I had a misnomer when I started in the program as a, a professional, I live and die by email. And so when I gave out email addresses to folks, I'm like, this is where it's going.

Gerry ([19:18](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1158.56)):

And I had so many pro mentors and then mentees who are like, I can't get hold of my mentoring partner. And I'm like, what did you try? And I found that the old pros used email and students weren't quite as excited about email as we were and the students wanted to text and I'm like, whoa. As a profession, like my, you know, my home is my castle and my cell phone is my private life and I'm not sure I'm ready for that until we, we meet. How did you guys do communication and, and was it a big deal or did you get over that pretty quickly?

Jean ([19:48](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1188.88)):

That's so funny that you mentioned that because I would have to concur with you in the email status and on the first couple of emails, it was all text and that, and that's okay. It worked out well.

Reilly ([20:04](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1204.04)):

My pro mentor and I actually emailed the entirety of our relationship. I never texted her once. Every time that we communicated or set up any type of meeting or I had a question for her, everything was set through an email.

Brooke ([20:21](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1221.8)):

Yeah. I had the same situation with my mentor when it came to my mentee and I, I asked early on how she prefers to communicate because I really wanted to make sure that we had a clear line of communication right off the bat. And we ended up texting, which was an adjustment for me as well. I typically hold off giving someone my personal phone number until I get to know them. But I do think it actually ended up helping in the long run cuz we established that communication right away.

Alaina ([20:51](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1251.99)):

Yeah. I'd also started off with emails, but then once I got to meet them the first time we were both like, why don't we get each other's phone numbers? Cuz it's so much easier to schedule. When you can just text and be like, Hey, are you free for lunch tomorrow? Instead of sending an email waiting for like a couple of days, cuz they get lost so easily. So we resorted to text most of the time after the first time we met

Jean ([21:13](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1273.41)):

And it, it is never a phone call. Is it never phone calls anymore? No,

Alaina ([21:17](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1277.23)):

I FaceTimed a couple of times, which was nice with my mentee. Because we couldn't meet and like, it was just easier to do that than like set up a zoom meeting. So we were like, do you wanna FaceTime? And it was like nine 30 at night, one night and we just talked for like a half hour and then we're like, okay, gotta go to bed. <Laugh>

Gerry ([21:32](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1292.119)):

Our time is over Jean. The good old days are, are, are, have, have gone by. And yeah, I I'll tell you that Jean and I, we don't, we don't lose emails. We lived in and died by, by our email count and our day was never done because the email box rarely got emptied, but I'm interested to see also the, the change of aspect of, of work in general going forward because there's a lot of change going on, which is a topic for a home, another podcast. So I won't, I won't digress any further. So we talked about a lot of the experience. What surprised you as far as what didn't work. I'm not asking to share a catastrophic failure, but you know, what's a thing that, that you can share that maybe the folks listening who are going to be in the program later on or, or could identify with that, that maybe you thought was a good idea and, and didn't work out so great.

Jean ([22:24](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1344.69)):

I'd have to say the quantity of time spent together and this is on me. I really wish I had prioritized it a little bit more dedicated, more time to my mentee and I, and that's, that's my goal next year,

Brooke ([22:42](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1362.2)):

I would say for me really pushing for at least maybe one in person meet up with my mentor. I always kind of felt like the connection could have been stronger. Even though we did do all the time, zoom just seeing someone's face, I don't feel actually establishes that connection. So I would definitely say pushing for at least one meet. I understand with COVID that, you know, there are restrictions and some individuals don't feel comfortable. But I personally, my goal would be to at least establish one in person meeting in the future.

Alaina ([23:19](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1399.69)):

Yeah. Going off of them actually scheduling in person meetings was definitely the hardest. And we thought that we would be able to meet like twice a month, at least. And sometimes I could with like my mentee, but my mentor and I, we both just had busy schedules and like they never lined up cuz she would be like working at home when I was in the office. And so just prioritizing, like Jean said, like your time and then making sure that you're meeting with them as much as you want to. It's really good to meet more than once in my opinion, cuz you get to know so much more about them. But I think next year when I have a mentee or mentor I'd probably schedule my meetings ahead of time. So then I can schedule other things around it and have that time set to meet with them. So

Jean ([24:03](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1443.41)):

I'd also have to add that networking as a skill I could be. I could help more with, I mean, when you've been in the business world, a number of years, you just naturally have those contacts. And I think that that would be a valuable tool for mentees.

Gerry ([24:24](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1464.96)):

Some of the most fun I've ever had with the mentees was going to networking or going to a networking meeting and then trying experimenting with those soft skills. Cause if you're at a networking meeting and Seman has many of them, the alumni association has them when you're at a networking meeting, people expect you to network. So it's a very soft, safe space for a lot of the folks who are like, Hmm, I don't know how to do that elevator pitch or introduce myself, use that business card, those kinds of things. And I love going those environments because just go, go do it or, or tag along and watch somebody else do it. And you learn through watching those folks do that. Jean, you said you, you were talking about a goal for next year. Time-Wise do you know what that goal is?

Jean ([25:12](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1512.99)):

I don't. I probably should.

Gerry ([25:15](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1515.19)):

No, that's that's fine. I mean we're not, we're not in the program. I'm just interested because I think that brings up the next question is, you know, how much did you meet? And, and we talked a little bit about that time commitment and it sounds like y'all enjoyed the time to do that. You know, I guess let's talk really quick about, you know, the amount of time that you guys did meet. I know I, as the administrator of the program, you know, I was looking for two interactions and I tell our pro mentors an hour a month. And I figured, you know, if you talk twice through some format and then spend, you know, 1500 or 20 minutes on your own, like Gene's thinking like who can I introduce this person to next? Or how can we schedule the next meeting and what Elena said?

Gerry ([25:55](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1555.92)):

And I was a big proponent of that when I, I made my mentees cause I was a cruel mean pro mentor. I always put it on my mentees. I was like, we need to check in and you need to call me on every Wednesday. And, and I made them use the physical phone gene that's how, how iCal I was. I'm like, I want you to call me during some sort of standard normality of hours, you know, 5:00 AM to 10:00 PM, call me and let's talk. And then we would set up those other things that Brooke talked about, whether it was at face to face meeting or whether it was a job shadow or, you know, coming along for the day to do what we were going to do or going to an event. But yeah, just kinda interested in, in like how often you met and how much time you put in this time around

Jean ([26:38](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1598.541)):

Monthly contact was, was not a stretch. That was no problem, but I, I think personally speaking, it could be double that, and it depends too on the geographical situation. Like my mentee was right here in town and I, I travel and can be somewhat flexible in my schedule. So it all depends on those variables too.

Reilly ([27:00](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1620.98)):

My mentor and I started off the school year, really strong by meeting at least once, if not twice a month, just for like a 30, 45 minute meeting over coffee or lunch or whatever, but kind of as the school year went on and as I started to get busier and she started traveling for work, it definitely kind of fell off to where we were really kind of struggling to find a time to meet for even 30 minutes a month.

Brooke ([27:29](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1649.369)):

Yeah. I would agree with that. My mentor and I, we probably met at least an hour a month. Sometimes more, sometimes less. Just again, it depended on both of our schedules, especially, you know, working with a professional mentorship partner. They do have busy schedules, especially mine was an accountant, so right around year end gets really busy. So I think just understanding that on both sides is helpful, but my mentee and I, I would say we met for probably at least three hours a month, if not significantly more in some cases just depended on what we had to say that day. So

Alaina ([28:11](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1691.79)):

Yeah, I would agree with that. Me and my mentee had met quite a bit more than me and my mentor just cuz our schedules met up a little better than with my mentor, but my mentee and I probably met around like three or probably more than that. Honestly, every time we met up and then that also included like FaceTimes and like texting just getting to know each other through that. And then my mentor and I probably met once a month and we tried to do two. We tried to do more than just once, but sometimes your schedules just don't line up. So having the outside contact of like emailing or texting other than meeting up in person also helps as well. So

Gerry ([28:51](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1731.46)):

It's really easy when you enjoy your time. And I know all of you guys really gave of your time and accepted at the time. And so it's easy to do that, but it gives folks the idea as they think about, you know, being in the program I want to go around and do only two more questions where we're, we're already coming to the end of our time. Believe it or not. The first question that I want you to answer is I'd like you to give one piece of advice to a future mentor or mentee your choice or both of what they should think about or what they should do. And then we'll go around one more time. And the second question is I'd like you to sell the program. So I'd like you to do your, your little spiel and tell the folks listening why they should be part of that program. So we'll do the piece of advice first and then we'll go back around. I want you to have time to think about both of those. So just one piece of advice you'd give to the mentors or, or mentees who join the program.

Jean ([29:48](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1788.98)):

As far as advice, I would say, just being really open to where the mentee is at some of them they live locally, they sometimes live with their families and they have a support structure in place, but sometimes it'll be international student or someone who has is, is living on campus and, and they tend to need a little more interaction because they just don't have that naturally in their life.

Reilly ([30:15](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1815.51)):

I definitely agree with that for any perspective, pro mentor a big piece of advice for me anyways, would be just really understanding where your mentee is because a lot of times like they are scared. They have never been in a situation where they're conversing with someone in a professional setting and a lot of it's new for them and it's gonna take them a minute to open up. So really take the time to get to know them and let them know that you are going to help them. And then my advice for any perspective, mentee would be it's like, go like go for it. Don't worry about, or people are gonna like, what are people gonna think about me? Or is this actually gonna be beneficial because you're going to learn a lot, whether or not you think that you are like, it's definitely a program worthwhile. Oh

Brooke ([31:14](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1874.98)):

Yeah. I would definitely say a piece of advice for the pro mentor is don't be afraid to open up past just the professional side. You know, I, I do think that it can be difficult kind of crossing that line when, you know, in a professional setting you have to maintain that professionalism. So I would say definitely try to break through that barrier so that your mentee really gets a feel for who you are and can open up more. And then for a mentee kind of like what Riley just said. I, I think just remember it's a two-way street. So what you bring and what your mentor brings really makes that relationship and experience. So don't be afraid to just open up, even if it feels funny or silly where you were probably in the same boat our freshman year. So

Alaina ([32:07](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1927)):

Yeah, mine would probably be to both my mentor and mentees, like in the future, it was just to be vulnerable and be open and be able to talk about things and sometimes things will get awkward possibly, but you have to know how to navigate those. But just being able to talk about things in your experience, not only in the professional workplace or in college, but also in your life and just how you've gotten to the position that you're in and being vulnerable, like allows both your mentor and mentee to see like where you have gone and how you've gotten to where you've been. So being open,

Gerry ([32:43](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=1963.96)):

Openness, vulnerable, and I think leaning into those differences, it's clear that we're all different folks and sometimes getting that and being open to that and asking about that is how we learn. And I can't stress that enough. There's so many great things that folks learn. I call them the social scripts. You learn more and more social scripts of how to interact deal with folks and really present yourself the way you want to. And I, if, if you can't do that with your mentor, who can you do it with? Because you're agreed. We hand out handbooks, you assign confidentiality agreements, it's your safe space to experiment the kind of person you were presenting the world and how that person's being received. And that's, that's the soft skill component that regular university can't teach. All right, last question, we'll go around and, and I'll let you sell the program. So elevator pitch time.

Jean ([33:43](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2023.68)):

Okay. This is easy because I talk about this program with my coworkers and I've got this pitch down pat, but it's just capturing that enthusiasm of a student mentee. As I said at the top of the program, you do tend to be a little bit jaded as the years go on. And you've been in the career in the business world and having that student's enthusiasm is contagious. And then recognizing the benefit of that fresh perspective and especially their skill sets, for instance, technology, I will never be a a expert at technology, but oftentimes a student can even help in some of those situations.

Reilly ([34:23](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2063.53)):

For me coming in this past year for the first time in this program as a mentee, I really was able to learn not just the soft skills like networking and resume building and anything else, but I was also able to build a relationship and learn what it's really gonna be like as well as learning, maybe like a path to where I wanna go with my life. And there's something that's just so special about finding all of these things out and having somebody help you like guide you along the way.

Brooke ([34:58](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2098.81)):

I would definitely agree with that as well. I truly feel like being part of the program is a time of transformation for all parties involved. Myself, I felt like I gained confidence and, you know, I'm sure that my mentee, I don't wanna speak for them. And my mentor also gained from this experience as well. I really think having that friendship, like I mentioned with your mentee and your mentor is something invaluable. It's truly an amazing opportunity to get to know yourself and explore yourself and your goals while also having that person to guide you on your way. And that's something that this program definitely gives.

Alaina ([35:45](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2145.65)):

Honestly I wish I could have done the program longer. I didn't know about it in the fall and I wasn't able to join until Gerry like approached me and that was in spring semester. So if I had longer, I definitely would have done it. But something that like I really loved about the program is just how much you learn about yourself and about the workplace and about college and general, and just you learn so much about everything and you it's useful information. It's stuff that you learned outside the classroom that you can use both in the classroom at work like at home. So just you've learned so much from it.

Gerry ([36:28](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2188.12)):

There you go, folks, I can't sell it any better than the, the people that are in the program do it themselves. It is such an honor to do the work that we do. I appreciate all of you in the time that you have put into the program. And I'm so proud of the successes that you've had and the growth that I see from the re-energizing of the folks who have been, you know, out there in the corporate world to our younger generation, our first generation mentees who are learning to be vulnerable and open. And then I think the realization for our, especially for our peer mentors, who, you know, have gone out into the world now and bring this new experience with them and I see your enthusiasm and I watch your success. And we have a teeny we're climbing a teeny part of, of your success as you go forward.

Gerry ([37:14](https://www.temi.com/editor/t/sN421QDJT8HdJS6C-sosN3Da3seexvSR1UqlEfySfesl6dy8RymRww9MLV38yvToC9Skq7PjirwMqp7fn4mlEMwWfz4?loadFrom=DocumentDeeplink&ts=2234.989)):

Seidman mentorship program is open to anybody in the Seidman school of business and all of the professionals in the community who are interested in working with us. We run completely on volunteers who want to give of themselves and their time to give and receive through mentorship. Thank you everybody for joining us. And I really appreciate it. Thank you. Thank you for sailing along on this episode of the Seidman mentorship podcast, for more information on the Seidman school of business mentorship program at grand valley state university set your heading to www dot GVSU dot Edu forward slash Seidman. If you have a story to tell, know someone we should interview have questions or comments, email us at, go the number two, gv biz spelled biz at gvsu.edu until next time, keep a weathered eye on the horizon and we wish you fair wins so long.

**Episode 2**

Gerry ([00:11](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=11.63)):

Welcome to the Seidman mentorship podcast. This is your captain. Speaking on the show. We navigate the voyage of life through the lens of Lakers, some who have just come aboard and others who are well underway. We will speak with experts who will show us the ropes, help us plot a course and recount exhilarating tales of uncharted territory all while promoting lifelong learning agility and a culture of mentorship

Gerry ([00:37](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=37.18)):

Today

Gerry ([00:37](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=37.74)):

On the show, I host a Roundtable of self-identified introverts and extroverts, two students, and two professionals discuss the ways we approach situations, how we are different and how we are the same. I am fascinated by the social scripts. Each style uses to achieve the common goal of success in school, business, and life.

Gerry ([01:03](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=63.66)):

All right, thanks everybody. Uh, joining us for the special podcast on introverts and extroverts in business. And I've been thinking about this for a while and I have our first guest. Who's gonna introduce himself to thank for that. Uh, Phil Sims and Phil and I have kind of, we've been thrust together on two different occasions now, and it came very apparent to me as we were having some conversations that our styles, while we're both successful in business are very, very different. And I wanted to spend time thinking about that, but because this is a mentorship podcast, it's just not us old professionals talking about it. I wanna bring in some students. So I've assembled some folks today who self-identify as these styles. And I wanna talk about how we use those styles in our, either professional life for the professional side, the academics for the student side, and then recognize how we can put these two groups together and work better together, whether it's professionally or academically in the future. So we'll go around the room and introduce ourselves. I'm the captain of the mentorship, Gerry Cook. And it's my honor and privilege to host the podcast and the mentorship program. I did 30 years in, in corporate business in sales and marketing and a lot of PR work. And then I was kind of forced to transition during the pandemic and came to academia and been enjoying my work here, Phil.

Phil ([02:19](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=139.45)):

Yeah, thanks for having me on, Phil Sims, CEO of integrity tree services, attended Grand Valley State back. 2010 is when I graduated with a degree in accounting before kicking my career off in public accounting did that for six years and got a career opportunity to rejoin integrity tree. We call people who leave and come back boomerang. So I am officially a boomerang with integrity tree, been there for seven years, five of which in the CEO capacity.

Gerry ([02:51](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=171)):

And you self-identify as an introvert.

Phil ([02:53](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=173.53)):

Yeah, highly functioning introvert.

Gerry ([02:55](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=175.32)):

Got it. And I self-identify as an extrovert, Sophia.

Sophia ([02:59](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=179.74)):

I'm Sophia, I'm a junior at Grand Valley State University right now. I major in marketing and minor in international business. I just finished working at the Seidman advising center and that was fun, but I do identify more as an introvert, not like a super introvert, but like there's ways where I'm extroverted, but I would say definitely I sway more as an introvert.

Gerry ([03:22](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=202.12)):

Great. And Alaina.

Alaina ([03:23](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=203.3)):

And I'm Alaina Borsma. I am going into my junior year at Grand Valley where I'm majoring in human resource management and minor in psychology. Currently I have an internship at Caltex Textron or CWC Textron and yeah, I definitely self-identify as an extrovert and I'm excited, so.

Gerry ([03:43](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=223.12)):

Great. You're energized by social interaction. This is, this, allegedly we're we are, I'm glad you brought up the psychology. We are not psychologists. We're not here to diagnose, treat or suggest any course of treatment for anything we talk about on today's podcast. We're merely talking about how the styles show up. That was my best impression, Phil of the commercial at the end of the, you know, the drug commercial mm-hmm <affirmative> so here we go. <laugh> so, um, what's going around the room and talk about, count your personality type and how do you think it exemplifies or it personifies introversion, extroversion. And how does it show up, professionally or academically Phil?

Phil ([04:23](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=263.55)):

Yeah. From, from a introversion standpoint, I think I find myself very apt to study a room, study the energy of individuals and make sure that I'm very aware of, how I'm being perceived, watching responsiveness very, very closely and not defaulting to an offensive style of communication. It's it, there is a lot of reactionary considerations in the way that I interact with people. And my default and bias is generally, uh, going to be to ask questions first and, and adapt my style based on what those around me, determine is the most effective approach. So I would say both in my, my personal life with friendships, my own wife, and also professionally it's, it's really important to me to understand how I'm coming off and, and be as sensitive as I can be, based on that.

Gerry ([05:26](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=326.22)):

And I noticed Phil, in our interactions, the one of the first times, I guess we've worked together twice in the past, but this most recent iteration, I think after one of our first initial meetings, you had this recap for me. And I'll, I won't forget this where you said, so what my role is, Jerry in this is to be a sounding board for you for, for ideas, and to help support you with specific, you know, initiatives. And I liked that wrap, but I thought it was interesting how you defined you. You wanted to define what it is that your role was, in this personal, this iteration of our relationship. And I wouldn't have thought to do that. Mm-hmm <affirmative> so I recognize that as, oh, what a reflective trait that you had.

Phil ([06:05](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=365.75)):

Yeah. I, I think authority doesn't always mean expertise. And so understanding where you fit is, is critically important to a healthy team and to healthy relationships. And in my perspective.

Gerry ([06:22](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=382.44)):

Super, yeah, Sophia.

Sophia ([06:24](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=384.99)):

I would say that my introversion really shows in a school environment as in more ways of like, I don't look for, or sometimes I look forward to like group projects and stuff, but other times I, I thoroughly enjoy just sitting in class, not having to, you know, volunteer or speak out or any of that. And just kind of sit there and do my work and focus on myself and not really have to worry about communicating with other people, sometimes. And I also, definitely, if I am working in group projects or if I'm hanging out with a big group of people, I definitely can get, my social battery can get drained as people say, like, I definitely don't like how you mentioned earlier, how you can get energized by talking to people. Sometimes that really like tires me out <laugh> and, um, I really sometimes just like working on myself and not having to focus on other people as well.

Gerry ([07:18](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=438.11)):

That classic, uh, introversion/extroversion, where the introvert spending energy to be with people mm-hmm and then needs to recharge. And the extrovert is gaining energy from interacting with people. So can I ask you what your, what your recharge is? What do you do to recharge?

Sophia ([07:32](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=452.95)):

Pretty much just sitting in a room by myself and like going on my phone for a bit, and then I'll usually, or like watching TV, like one of my favorite shows or something, and then I'm able to like get back out there.

Gerry ([07:45](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=465.28)):

<laugh> Right. Later on, I'm gonna ask everybody if, if group work is, is pushed too far in academia and professionally. So think about that. We're gonna come back to, to group work, Alaina.

Alaina ([07:57](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=477.12)):

Um, so I definitely am an extrovert and it shows in my classes and in my jobs, um, I'm always the girl in class who raises her hand for every question. And I, I end up looking like a little teacher's pet, but I just enjoy, um, being the person who can answer the question. And if no one else answers, I'm like, okay, well, I might as well, even if it's wrong, I'll at least be confident in it. And, um, I also like will make connections or, uh, make relationships out in the hallway. Like if we're waiting for class, I'll be like, oh, like what are you majoring in? Or like, um, just ask 'em what their name is and cause the better, you know, people that are in your class, like the more you're able to like find study groups and you're held accountable more just cause you're like, oh, did you do your homework? And they're gonna be like, oh no I didn't. But like if you didn't know them, like you're not gonna care if they know if you did your homework or not. So yeah. That's how it would show up for me. And I always am the one chatting in class. So.

Gerry ([08:55](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=535.559)):

<laugh> So I think you've stolen some of mine because I think I'm the same way. But I also think part of my extroversion is actually a vulnerability almost as a, a defense. Like I feel uncomfortable if I haven't established a relationship with another person. So I did sales for many, many years and in the good old days of sales and I'm talking way back in the eighties and nineties, we had features and benefits selling and there's so many books written about sales. But if you're study any kind of sales training in the past 10 years, this will sound familiar, features and benefits was, you know, here's a pen, the pen clicks, it opens, it, closes, it writes it does everything look at how great this pen is. It's got a clip. It goes in your pocket. That was then. And then we moved on to solution sellings.

Gerry ([09:38](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=578.04)):

Well, I bet you guys didn't. Do you ever have to write something? I bet you do. I bet you have to write, you know what? You need, you need a pen and then you go back to features benefits and it clicks and it does all this. And I was shocked in my last iteration of sales training was called the challenger sale. And there's a book about this. It's very popular right now. And the challenger sale throughout my favorite part of selling, which was relationship to me. I always want a relationship before I ask somebody for something. So to me, telemarketers are annoying. Not because they call me at dinnertime it's cause they launch right into whatever it is they want to do. And my style was I wanted to get to know somebody. I wanna learn about them. I wanna know about their hobbies, all things that I think maybe the introverts find like unnecessary and annoying, but then, then I'm gonna hit you up for what it is I need.

Gerry ([10:20](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=620.5)):

And that worked for me and the challenger sale was no, no, no. The relationship selling doesn't work. Not only do you need to prove a need, but you need to like make that need right now. Some days soon you guys are gonna need to write something and it's gonna be something very important. You don't know it now. And if you don't have the ability to write, you're gonna miss out on whatever it is. And it there's a term for this. It's actually called rational, drowning. It's a terrible, it sounds as terrible as it is. And then you go back into and I have the solution I'm gonna save you. Cause I have a pen and the pen clicks and it writes and all those things. I said that extra version still shows up in me kind of similar to what Alaina said, where I want to, I want to know people and I wanna spend time with people and get to know them.

Gerry ([11:01](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=661.12)):

So the opposite of Sophia. So this week I was very, very busy, very, very tired. And I had a seven o'clock. We had a, the mentorship, student advisory group where I think maybe for the introverts, that would be the last thing you wanna do at the end of a stressful day, I actually gained energy from it. It was fun to see everybody, we all worked together. We parceled out the next thing we're gonna do and we're going move forward on that. And I walked out of that zoom meeting energized and I think understanding and recognizing how either your mentorship partner, your business partner, your personal partner, whatever whoever's in your life, how they operate, could be helpful. And I think often my extroversion is often because if people aren't getting along, that makes me uncomfortable. And that's why I'm thinking like, oh, you know, we could just all get along if we just share our hobbies and interests. So that's where I think it, it comes out on, on my side. The next question is where do you feel that your type really works and succeeds? What's the best kind of work environment for you. And, and what's the opposite of that.

Phil ([12:07](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=727.6)):

So this may sound a little bit like a dichotomy, in light of the introversion. But I, I really enjoy teamwork and I really enjoy others. And I find that while it does require energy, I, I, I would not choose a career path where I were working by myself in my basement. That would be a special form of torture for me. So, it's really about balancing my days and I don't always have complete control over my days and how the balance works. But what I find is, uh, teamwork is very energizing, followed by opportunities to reflect, think and process. And if I have both of those components and dynamics, I find that I'm fulfill, fulfilling my highest and best use to the company or to my personal relationships, et cetera.

Gerry ([13:00](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=780.11)):

Do you schedule that time, Phil?

Phil ([13:01](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=781.809)):

I do. Yeah.

Gerry ([13:02](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=782.58)):

Yeah. So you'll block out time for your reflection. So is it, do you reflect before a meeting, after, both? Where do you, how do you work that.

Phil ([13:10](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=790.9)):

Generally after. And there's a cadence to my week that I've settled into where there are certain blocks of time that are my time and that's progressed quite a bit more of late for me because I didn't, I felt guilty. I didn't feel like that was work. And what I was am learning as a result of, of that practice is it keeps me sharp. It keeps me focused. There's discernments a big part of my job because well, it may feel good to take every good idea as you go down the grocery aisle and put it in the shopping cart, you'll run outta space. And so you, you have to be very thoughtful about, um, your conversations around decisions around organizational commitments, around capacity, things of that nature. And that does require thinking it's not just pure, purely reactionary. And so, so there's, there's both dynamics in the equation for me.

Gerry ([14:06](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=846.09)):

Makes sense. Sophia.

Sophia ([14:08](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=848.52)):

Yeah. I, I really agree with what Phil said with like the balance, because I don't think I could do all work or projects like by myself, cause that would be, a lot. But I definitely think that with introversion, like in school stuff, I think I do best in like individual work. You know, when it says like write an essay or something like that compared to like write a group essay or something like that. You know, I, I feel a lot better when I can just do it by myself cause I'm really good at being able to stay focused. And sometimes I find that working with other people is distracting and that I can, like, I know I can do a good job by myself. And so, and I know I can get it done like during the time period I want to. And so just kind of being able to like grind it out and get it done. By myself sometimes is a lot. I feel like that's where it succeeds most even though teamwork is super important in a work and school environment. But I would say like if you give me a project that if I just do it by myself, it'll be done a lot faster and more efficiently.

Alaina ([15:13](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=913.75)):

Okay. I guess I'll go next. So going into HR, uh that's I mean human resources, you're gonna have to be working in a team and you kind of have to be a little bit of an extrovert. And I've definitely learned that over the summer in my internship. And t's kind of inevitable to have to work with a bunch of people in other teams. So like different departments and different levels of people. And even in classes, like you have to be extroverted to some extent because you have to talk about group projects because every class always has a group project, no matter what class it is. And building those relationships, not only as an introvert or an extrovert like, um, are important because it builds the trust and it improves your communication. So even if you just communicate like, okay, like I am not super like good at this and I don't really wanna do this part of the project, but I will do this other part.

Alaina ([16:08](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=968.48)):

And like someone else can take over and be like, okay, well I am good at that part. Like, and this is what I will do. And like having that communication is like definitely where being an extrovert works the best for me. In other cases where extroversion does not really work for me is you guys have the balance of like, okay, I, will take this time to be by myself and think about things and um, you know, set it aside. But sometimes I feel like I put myself in a position where I can't say no because I'm already have this relationship. And I'm like, yes, I will do that for you. Like, I would love to do that for you. And then I kind of get into a habit of putting too much on my plate and then stressing myself out of like, oh my gosh, I have 12 million things to do today from seven in the morning until nine at night. And I definitely need to get better at balancing, like you guys have mentioned. But I.

Gerry ([17:01](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1021.28)):

Having a little mic collapse that happens screwed on the bottom.

Alaina ([17:03](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1023.88)):

There we go. But yeah, so that would be my, problems and good situations.

Gerry ([17:09](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1029.72)):

Well, I like how you talk about the concessions for that too, because I think we all, nobody's a hundred percent, one style or the other and we make those concessions. I like what you said about the relationship aspect of, of extroversion. Cause I definitely feel that too, that, okay. So I built this relationship with you, likely, you know, from a holistically good standpoint, I'm not, I did my best selling when I was just listening to the client and building that relationship. And then when it made sense for whatever product or service that I had made sense for them, I would tell, "Hey, Mr. Customer, you know, I've known you for a long time. I know your business. And by the way, this is a solution for you that would work. I, I think you should consider it." The other path of that, of what Alaina just said is true. I think for the extrovert too, is I've opened myself up. So that customer called and said, "Hey Jerry, we have this relationship and now I need you to jump in the car and go do this thing right now because you're my rep." And I'm the customer, right. And that's the, I guess the other side of that coin is you leave yourself open in those, those relationships. So you get that mic back on yet.

Alaina ([18:08](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1088.76)):

It's okay. I'll just, <laugh>, I'll just hold it. We'll be good.

Gerry ([18:12](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1092.01)):

Our studio here that has, you know, you've heard me say on the show before it pops up and then it goes away. So nothing's permanent yet. So if anybody wants to, you know, donate a studio that's permanent to Grand Valley State University, boy, I certainly would enjoy it. So throwing that out there, um, that's extraversions asking for random things. Isn't it was that an extraversion thing I just did. <laugh>, let's jump into some practicums and talk about like real situations. So if it's the, and, and Phil, I want you to go back in time to your school days. Actually let's let the students go first on this one and then, and then we'll go. So we'll go, we'll go back around the table the other way, if it's the first week of, of class, what do you do? And, and I think we're gonna find a difference between what the extroverts and introverts would do, Alaina.

Alaina ([18:56](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1136.73)):

So during the first week of class, I will walk into a class and you know, like you'll sit down and I hate sitting in the back of the class. I always sit either like right in front or at least like in the middle. And then, um, usually, you know, someone will sit next to you or like if someone doesn't sit next to me next to me, I'll scootch over and sit next to and be like, hi, like I'm Alaina. <laugh> like, I kind of feel like don't worry sometimes like, hi, like this is me. Um, but then like, I'll like introduce myself and I'll like make some friends in class and like, we'll make a group chat usually. And we'll have that to like ask about homework and stuff. But then with my professors, I'll stay after class and I'll introduce myself and I'll be like, hi, like I'm Alaina.

Alaina ([19:35](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1175.33)):

Um, this is what I'm doing. Like I'm excited for your class. And then I always end up going to their office hours too, because they're so beneficial. And they'll always give you like little hints on your exams, as well. Um, but so that's like me in class and then like an example from this summer, um, I started, I had my first internship and my first day my boss was kind of like, okay, like as the HR intern, like, you know, you're kind of gonna have to facilitate like intern activities. And I was like, oh, well, good thing, cause I like to do that stuff. So our first week, the first day that the rest of the interns got there, I was like, oh, this is where I eat lunch guys. So you should all sit with me. And then we sat there every single day, this summer.

Alaina ([20:12](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1212.83)):

And like all of the managers would walk by and be like, you guys are the first group of interns to ever eat lunch together every day. And I was like, I love that. And so I was super happy that we did that. And then we also I'm like we planned some like after work activities and there, like, it was nice to get to know everyone and you know, just like get that summer started with them. And same with classes. It's good to get like, you know, relationships built right then in the first week. So then you can enjoy the rest of the semester, the rest of the summer and have those. Yeah.

Gerry ([20:43](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1243.119)):

Good. So far I'm batting a thousand the way I think this is gonna go. Sophia?

Sophia ([20:47](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1247.6)):

<laugh> So kind of like Alaina I do, during the first week of classes, I do like to sit in the front. I don't like to sit in the back. Um, I typically do actually try to sit by people because I don't just like sitting and then there's like a huge space between me and other people. But, it really depends on the class for me. If I introduce myself to others, like if it's a bigger class where it's most likely that everybody just kind of sits there and is quiet, I typically don't talk to anybody, but if it's a smaller class, then I definitely will like introduce myself and say like I'm Sophia and then, you know, kind of get a conversation with them cause I feel like the smaller classes always are more likely to also have like group projects and stuff like that. So it's easy to find people soon, sooner than later. Um, and then yeah, once the class is over, I, I don't, I've never talked to the professor before gone to office hours or anything like that once the class is done I'm out of there.

Gerry ([21:46](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1306.75)):

And this is the question that first kicked off Phil and I talking about introversion/extroversion.

Phil ([21:53](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1313.04)):

Yeah.

Sophia ([21:53](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1313.92)):

Mm-hmm <affirmative>

Phil ([21:55](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1315.42)):

So as a student, I was with any new classroom setting, I would, I would definitely read the room and, I am not the type to enjoy sitting way in the back because I was sincerely engaged in wanting to be able to learn and, and, and appear accordingly. I also find that I didn't sit by myself or have space between, I would just, you know, sit next to whoever that was kind of in the zone where I felt comfortable. And I would get to know whoever that was throughout the course of the semester. My mindset at the time was it took me quite a while to figure out what I wanted to do when I grew up. So by the time I was at Grand Valley, uh, I was already married and basically Grand Valley was a job to get to the other side of what I really wanted to do.

Phil ([22:43](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1363.16)):

And so I had a different mindset back when I was attending college, then I would have had today and what I would have done differently, today is a lot more engagement with professors and I would've invested a lot more energy into building relationships with those that were in the core classes related to my career path. Maybe not every class, but I've met so many amazing Grand Valley students that I either was in class with or missed by a year or two that are just doing some super cool things in their career. And I would've been able to keep up with that journey along the way, had I established those relationships at Grand Valley and I, I feel to a degree like I'm playing catch up now as I'm meeting more people and obviously the, the CPA route, if you're, uh, on the assurance side of the practice, you are signing up to travel, to work on teams in rooms like this, where you're in a room for 12, 14, 16 hours a day together. And, it taught me being forced to do that. Taught me things about myself that I had made assumptions on that were wrong. And, and there are elements of, that's why I say highly functioning introvert is there are elements where I do get energy from others and, and some things that frankly, if I had it to do over again, I would've had a very different mentality and mindset towards my time at Grand Valley.

Gerry ([24:07](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1447.44)):

It's interesting, to hear the, the different styles. And, and this was the question that really started me thinking, because I had said to Phil, when I had a mentee, I would always tell my mentee, number one week one, go get a business card. That says you're a student at Grand Valley and has your name on it. And I would tell my mentees, I was completely oblivious to whether they were introverts/extroverts. This was the way to do it. And I would have my mentees and they were famous for it after class, not only go up and do that introduction but hand that professor their business card. And I'm like, and now we're gonna follow up in office hours. And I would ask my mentee, who's your favorite professor this semester. I wanna take 'em to lunch and we'd go out and have that business lunch and start fostering that connection to the next connection, the next connection, which was very heavy handed of me.

Gerry ([24:51](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1491.93)):

<laugh> and I'm not advising that you do that. I'm advising having a conversation to figure out where your mentees is at and, and figure that out. But yes, absolutely what Alaina had said that to do that, but uh, completely understanding. And when I asked Phil that question, the first time he said to me, why would I do that? That's a, that's a waste of professor's time. I wouldn't go to their office hours unless I had something I generally needed. And I hadn't thought about it that way, because again, I want to build that relationship or get that hint that I think Alaina, I think sometimes the extroversion thing is we're building this relationship. And I think sometimes as an extrovert, I push that onto other people and then they just feel obligated. And I never realized until much later in my career, how that's like annoying to a lot of people because you're, you're almost forcing this obligation upon them that they're not necessarily accepting.

Gerry ([25:39](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1539.21)):

And so that came, uh, later on, I do wanna represent the people in the back of the room. <laugh> I sat in the back of the room, especially in undergrad, but no graduate school. I sat in the back too, but, I liked to see the other people and I didn't like people behind me or talking about me. So maybe that's some other, <laugh> maybe that's some other part that probably doesn't show up an extraversion, but I like to see the people, especially in those theater style classrooms, I like to kind of sit in the back and see people and kind of read that room of interacting. I also found that in those situations when I was called upon and I saw this in my sales style too, I like to tell stories. So, I like to frame things in a story and a lot of professors you'll find or train this way, they'll start every one of their lectures with a story, and go from there.

Gerry ([26:30](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1590.79)):

And I think that might be part of my extraversion as well, that shows up in the academic sphere. And that's recently in the NBA, we talked about that specifically of when you're doing a formal presentation and do start, you know, know with a story and, and kind of have a hook into that. So, um, thank you for that. I think we added a thousand. That one, I was pretty sure that was kind of how that was gonna, uh, turn out and turn up. Is there too much extraversion push these days? Is there not enough introversion push? Should we, you know, I think about mindfulness and I think about meditation and I think about what that means in yoga and how that has become more important yet when I'm sitting in classes or I'm talking to students, their bemoaning group work. And I was watching, preparing for this reading and watching a Ted Talk introversion in the introverted self-identifying speaker said, just, can we please stop the group work? Can we just stop the group work? So I, I wanna go around, I wanna hear your opinions kind of about group work and the professional academic space. And is it too much and are we demanding too much extroversion from people and not teaching introversion?

Phil ([27:43](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1663.44)):

I think that drawing from what I said at the last answer to the question, I learned a lot about myself because of the career path that I chose, that forced me into situations that I otherwise would not have chosen to go into. And so with that, as the context, I think that group work is very important in the sense that it does force particularly introverts into scenarios that they need to learn about themselves through and the complete absence of group work. I would be concerned that it, it would be, removing a, a vehicle that facilitates, relationships with people that you made understand. You may not even know if you like them or not. You're forced to, you're forced to learn styles. You're forced to learn how to hold a group accountable. You're, there are so many things from a skillset standpoint that I don't know how you would fill that void elsewhere. So I would be a proponent of group work and drawing from a previous conversation that we had outside of this podcast, but it has to be meaningful group work, not, not BS group work, but something that has a real, a real sense of alignment and a real sense of value for the participants in the group, because then you can unify around something. And there's a sense of momentum where then within the margins of all of that, you're, you're learning about yourself.

Sophia ([29:09](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1749.88)):

Yeah, no, I totally agree with Phil. I don't think that extroversion is getting pushed too much because even though I enjoy doing work by myself, it's not how life goes. You have to work with others and that's super important. And so, I mean, I've had a fair deal of group projects, but I it's been honestly a very equal balance of individual work and group work. And I think it's super important to make relationships, especially like in college when you're not like in high school, you're doing group projects like with your friends, but in college, you're meeting strangers and then having to, you know, work around them and like kind of adjust yourself to their personality types and see what works best, which is exactly what would happen once I graduate and then go work someplace. I'm gonna have to meet all these new people and learn how to work with them and all that. Like, it's a very important skill that I'm glad I definitely have developed more since I got to college with becoming more willing to work with people and doing better at working with people. And yeah, so I definitely it's super important and I don't think it's, getting pushed too much cause they're really helping people, be prepared for the real world.

Alaina ([30:17](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1817.19)):

Yeah. I definitely agree with, helping prepare people for the real world. Like in all of your jobs, you're gonna be working with lots of people and obviously we've all had group projects and classes and sometimes you'll have a group project where it's not going good and someone doesn't hold up their end of the stick and it teaches you how to navigate through those situations and how to have those awkward conversations of, "Hey dude, like you're not, you're not holding. Like you're part of the bargain up." I guess. And like, we really need this, like our final grade relies on this and like, I don't understand why you're not doing it. And, and it has, it's been awkward when you have to like sometimes get professors involved or like, just be like, okay, well I guess I'm doing it. And then I'm gonna have to like make a note that you didn't do anything and that will happen in your future too.

Alaina ([31:07](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1867.76)):

Like in your careers, like you're gonna have to have those awkward conversations. And I think that's been, what's been most beneficial to me about group project is like navigating the awkwardness or like the bad parts of group con or group, um, projects, cause I mean you can get project done and be like, okay, well that was easy, but you don't really learn much from it other than like, okay, like we all did our part and it was good, but when something goes wrong, like that's when you learn. And that's how like, you're like, okay, now I know how to deal with that in the future. And that's what I've liked about them.

Gerry ([31:39](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1899.81)):

Yeah. I think group project group work is not going away. I wonder if we don't spend any time and I think it's, uh, I I've been very well traveled. I've been very fortunate, uh, and definitely education systems in the west. I think we spend a lot of time on this and we spend time on case study and organizational behavior when I've traveled to other places. I notice, especially in primary schools, uh, people learn to spend time with themselves, learn those concentration skills and they learn that. And then they integrate later on then I'm, I think about myself personally and I think COVID did a big piece of it. And then grad school probably finished me off where I noticed I had introversion, uh, tendencies that I ignored, uh, that were actually very beneficial to take that time to reflect. And I'm gonna take something out of Phil's book and I just, I have blocked time, um, literally with nothing in there and, um, I'll be an extrovert and I'll tell my quick story, but, uh, there's a, there's a famous parable about, uh, a farmer who runs a dairy farm and he, uh, calls up a high powered business consultant and says, you know, I wanna make my business better.

Gerry ([32:47](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=1967.44)):

And I hear consulting is the latest, greatest thing. So why don't you come out and consult? So he pays a consultant, $10,000 and a consultant comes out, spends a week. And at the end of the week, consultant comes to present his case and he sets up a great big PowerPoint machine in inside the milking parlor after morning milking. And he puts a slide up there and he says, this is a picture of your cows being milked. And you do this many pounds of milk and this is what it sells for. And he goes, I figured out how you can triple your output farmers like I'm listening. He says, you need to do more milking. He's says, well, what do you mean? He says, well, look at this, pulls up the next slide. There's a cow laying in a pasture chewing its cud. He says these cows, they lay around for 12 hours a day and then you bring 'em in here to milk.

Gerry ([33:31](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2011)):

If you just milk, 'em more, you make more money. Well of course, you know what this story is going and the consultant gets fired. The cow's sitting, laying down chewing, its cud is how it makes milk. Right? Mm-hmm <affirmative> and I don't spend a ton of time, I guess, chewing my own cud, thinking about my own thoughts and, and putting that together. And as you rise up in the ranks of any organization, if you want more responsibility, you have to find time for it. And if I'm pulled down and Phil and I talk about this all the time and Phil coaches me on this, if I get pulled down into the tactical things, I feel like I'm busy cause I'm doing something, but I'm not being efficient by not delegating out the tasks, using the resources and the people that are helping me because I want to do the work cause it feels good to do the work and accomplish things. And I think that's, that's my takeaway as we went through this process. So I want to go around one more time and I want to kind of wrap with your thoughts on introversion and extroversion as people create these mentorships. So we're in the week of pairing right now. So people are gonna be getting together very soon. What have you taken away from this conversation or your thoughts on it that you think might apply to mentoring?

Phil ([34:36](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2076.3)):

My mentality is kind of parallel to the analogy that if you rolled into a doctor's office looking for a solution and the doctor was prescribing medication and prescribing solutions before even asking you about your symptoms, asking you about your, your life, your lifestyle, things that maybe, um, very important pieces of data, uh, is my worst fear for a mentoring relationship where you're not as, as the men-, the pro mentor, you're showing up thinking that you have all of the answers and you also know the answers that are being sought and, and you may not know. And so we often reflect on for me when I was in college, just the, the very basic need of having somebody available to help you with uncertainty, to help you with embarrassing questions, to help you navigate how to approach certain conversations or, uh, if that is not appealing to facilitate connections based on what your career desires may be.

Phil ([35:46](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2146.28)):

Um, every single opportunity has a person attached to it. If you think about it. So you're, you're a conduit of your own personal knowledge and the, the network of knowledge that exists around you as a, a pro mentor. And I think engaging with that in mind is, is really the point of why it felt important to talk about these dynamics because, um, if the, if it's about a knowledge transfer, that's what the whole thought around mentorship is knowledge and experience transfer. Just make sure you know, your audience and, and what they're seeking and desiring rather than, um, you know, telling everybody to get a business card. For example, I mean that wouldn't have been my style and we talk really honestly about that with each other. And I love that we can have conversations like that, but that's, that's the reality is there's different. There's different approaches that work for different people and you gotta, you gotta be inquisitive if you're really gonna meet the need that's being sought. And it's impossible to define you. You would be writing textbooks of information on how to navigate the human being nuances around this. When the simple answer is just ask the question, it, it, it removes a lot of burden from you administering the program to just make sure that that mindset is, is set appropriately and, uh, is positioned for success, which is meaningful growth and meaningful connections, meaningful opportunity as a result of time spent.

Sophia ([37:14](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2234.75)):

Yeah, I think no matter what or, um, personality type you are, anybody can get along just fine and build a relationship. And so I think it's super important that mentorship, that you build a strong relationship with somebody and you understand each other and you know, that you understand each other, cause that's so important and just to be able to work together and um, be able to figure things out. And I also think with mentorship, it helps a lot because maybe if you're, um, I'm an introvert paired with an extrovert, it really helps me push to do things that are outta my comfort zone and vice versa. Like then maybe extroverts can be like, oh, maybe I should take a break and you know, kind of spend time by myself. Maybe that's a good idea or just spend time with my mentor instead of like in a big group of people. It definitely, um, no matter what personality type you are, I think each like, even if it's like introvert, introvert, extrovert extrovert, or like introvert extrovert, you all can learn something different from each other and still build on those relationships and help each other push and, um, do better with building relationships.

Alaina ([38:24](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2304.28)):

That was very well said of both of you and you took a lot of my ideas. Um, but I think just having like that initial conversation and asking the questions of like, okay, like how do you go about like your normal, uh, you know, semester, if we're talking about like mentoring students, um, and being able to navigate like, and learn from each other and being able to ask questions to each other, like, how do you do in this situation? Like, this is how I would do it, but like how would you, and, um, just learning from each other and knowing that like both the mentee and mentor can learn from each other and um, take things away and be like, okay, yeah, maybe I should implement that into my life. And um, but also giving advice too, of how to step out of your comfort zone because that's, that's where you really learn is out of your comfort zone. So

Gerry ([39:08](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2348.45)):

I heard you say relationships first and I completely agree with that. No mentoring happens, especially what I would call deep mentoring or the really exciting part of mentoring is until a relationship is established. So too bad challenger sales book, um, relationships win <laugh> in this kind of, uh, situation being vulnerable, I think. And, uh, being open with, you know, how you're feeling, what you're feeling. Um, and for me it's sometimes saying, I don't know. So I think part of what Phil was talking about earlier, when you come as the mentor and we say this in the handbook or saying it on the podcast, I say in trainings, you're not supposed to have all the answers. And if you do, you might be going about it incorrectly and the most interesting mentoring relationships. And if you go back and listen to our last episode where we had the round table, you'll hear that from our pro mentors that got as much out of it or got recharged for that.

Gerry ([40:06](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2406.01)):

And that's why we tell pro mentors, like I don't have time if you don't have time, you need to mentor because you need that recharge continuous communication. I heard you talk about, I think that's so important in any relationship and having that time, whether Lynn talked about, you know, calling somebody to the table that that's not holding up their end of the bargain or recognizing something in your, your partner, that's saying, you know, Hey, are you okay with that? Or this is the way I'm thinking, or what are you feeling? Or you try to read the room, as Phil said, I think that's so important. And that final piece that I'll reiterate is being open to learning from each other. And that's, what's important, but that's also, I think what makes mentorship so exciting. If you go back for millennia human beings as a tribe, we've been kind of together, this is how we best evolve to succeed to where we are, is when we work together, uh, and not apart and figuring out how to do that. So I really appreciate the conversation today that we've had. Um, I, I learned a lot about this as we continue to go forward, uh, with the mentorship program. And hopefully you folks listening out there have got some, uh, ideas for your next, uh, piece of conversation with anybody. Um, because mentorship, uh, spans of course, outside of this, it's, it's a human, it's a human activity. It's not just a, you know, sometime activity. So I appreciate, uh, everybody coming out for the podcast and uh, thank you very much. Yeah. Thank you. Thank you.

Gerry ([41:35](https://www.temi.com/editor/t/goe7IWJSw0FZ_xZ6wPEP4D77BQZrkiiAy4E0_ey6USIBw9SKis-6QQ5hXgYyhTBbKOM6cTqIyYit3raDbzjHjuZdqPw?loadFrom=DocumentDeeplink&ts=2495.19)):

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