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**Q-Tip It!**

**By Maureen Killoran**

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Back in the 1920's when Polish-American entrepreneur Leo Gerstenzang invented cotton swabs as a safer way to clean his baby's ears, he called his product "Q-Tip." Actually, his first name-choice was "Baby Gay" - but that didn't sell, so the by-now familiar name emerged. Mr. Gerstenzang chose "Q" for Quality . . . and he must have been on to something, because Q-Tip has become a household word (and we've developed a whole `nother set of connotations for `Baby Gay.)

Which made Q-Tip a good choice for an acronym that's going `round in motivational workshops these days: **Quit Taking It Personally!** I have a jar of those little white-tipped tools on my vanity, and every morning they remind me to use this quick-and-easy stress reduction technique: ***Q-Tip It!***

You get the picture . . . and the image, too. Stress is not what happens to us. It's our response TO what happens. And RESPONSE is something we can choose.

So - ***Q-Tip It!*** Let Mr. Gerstenzang's little white-tipped tool be a memory-hook, a way to ease the your personal stress reactions, the way YOU choose to respond to the happenings of your days.

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Maureen Killoran is a Life Coach & Unitarian minister, with a passion for helping people connect their strengths with their vision. Maureen also offers coaching & publishes a free monthly e-zine, "Seeds of Change." You can find more details about Coach Maureen Killoran at [www.spiritquestcoaching.com](http://www.spiritquestcoaching.com)

**Make the Most of Your Mentoring Relationships**

**By Judith Lindenberger**

## Q-Tip It!

Mentoring is one of the best ways to learn, to get feedback, and to take your career to the next level. Here are ten tips for making the most of your mentoring relationships.

### Tip #1

Self-assess. Ask yourself, "What skills do I need to get where I want to go?"

### Tip #2

Identify your learning goals. Put them in writing.

### Tip #3

Decide together how the mentoring relationship will work – frequency and type of contact.

### Tip #4

Commit the time. Don't give up if the chemistry doesn't feel right at the first meeting. Meet a minimum of once per month. Touch base regularly – by e-mail, phone, in person.

### Tip #5

Take time to build trust and communication. Get to know each other on a personal level. Discuss your backgrounds, interests, career histories, and perspectives of your organizations.

### Tip #6

Keep confidences. Nothing kills trust in a mentoring relationship faster than a breach of confidence.

### Tip #7

Be sensitive to cultural and gender differences. Do a little homework. And listen.

### Tip #8

Understand and plan for the phases of a mentoring relationship. Build in time for evaluation and closure.

### Tip #9

This is about learning, whether you're a protégé or a mentor. Keep a journal.

### Tip #10

You don't need a single mentor who you keep throughout your career. What you need is a mind-set

## Q-Tip It!

that allows you to learn from those around you, no matter who they are. To get ahead, create your own multitalented "board of advisors."

Judith Lindenberger MBA has a distinguished career in human resources consulting and is recognized for her innovation and excellence. The Lindenberger Group, LLC provides results-oriented human resources consulting, organization development, customized training workshops and personal career training to help individuals and organizations improve their productivity and performance. The Lindenberger Group is a two-time recipient of The Athena Award for Excellence in Mentoring. Contact them at 609.730.1049 or

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