

HEALTH SERVICES OFFICERS CATEGORY PRESENTS:

THE MENTORING SUBCOMMITTEE QUARTERLY NEWS BRINGING HSOs THE 'NEED TO KNOWS' FOR SUCCESS!

FROM THE MENTORING SUBCOMMITTEE CO-CHAIR'S DESK

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves."
—Steven Spielberg

We are very pleased to kick off the 2016 operational year for the Commissioned Corps Health Services Officer Mentoring Program and expect that this will be yet another successful year for HS mentoring and professional development. The above quote is meaningful to me because it helps set a tone that represents balance as it relates to mentoring activity and practice. Mentoring is not a unilateral function, but rather an opportunity for two parties to explore professional and career development endeavors together, with an end goal of growth – on both sides. While mentoring programs tend to be tailored toward exclusively benefiting the mentee, mentors often times can gain a tremendous amount from a mentoring experience. The value added and end result of a balanced mentoring engagement can have a very positive impact on one's career.



The HSO Mentoring Program continues to be a valuable mechanism for officers serving as mentors to help other officers develop and advance in their Commissioned Corps careers and agency assignments. Once assigned, the mentor (senior officer) offers guidance and support to the mentee, as he or she faces new professional challenges and works to address key decisions and resolve potential conflicts. These meaningful engagements help officers to navigate a career path in the USPHS, which is unlike any other. We are often told that it is our responsibility as Corps Officers to “carve out our next professional move(s)” and that “our careers are in our hands.” None of this would be possible without mentorship.



As Co-Chair to the 2016 HS PAC Mentoring Subcommittee (along with CAPT Joseph (Jay) Roth, 2016 Mentoring Subcommittee Chair), it gives me great pleasure to be part of a program that provides our officer-mentors the opportunity to help our officer-mentees to further *create themselves*. I look forward to working with our HS PAC Mentoring Subcommittee workgroup leads and program participants to strengthening HS PAC and Corps-wide mentoring efforts in the years to come.

Contributed by: Samuel Schaffzin, MPA

CDR, USPHS

Sign up to be a mentor or mentee today!

Visit the HSO Mentoring Program at:

<http://usphs-hso.org/?q=pac/sub/mentoring>

The Mentoring Relationship: From a Different Perspective

Merriam-Webster defines a Mentor as “*someone who teaches or gives help and advice to a less experienced and often younger person.*”

Often times, as Commissioned Officers we think of the traditional Senior to Junior Officer pairing when we envision a mentoring relationship. While this relationship is extremely beneficial, have you ever considered some of the alternative services we provide through volunteer efforts as forms of mentoring? These ‘less traditional’ mentoring relationships can be just as rewarding professionally and personally, as the counsel we receive directly from a mentoring relationship. In fact, some of these mentoring roles could become superior, in that they uphold our tradition of leadership and service, as Commissioned Officers.

A few months ago, I had the privilege of speaking in uniform to elementary students, during their National Red Ribbon Week Anti- Drug Campaign. I was drawn to participate with this particular event because children and education are both causes close to my heart, as a mother of two young children. In speaking to these curious, ever attentive children, I had the opportunity to become their *mentor*, impressing upon them the basic principles of the Surgeon General’s Healthy Lifestyle Initiative. I advised them that our Surgeon General supports their “Say No to Drugs Campaign”. We discussed the ill effects, smoking cigarettes and using drugs, could have on their health, and even their educational goals. We discussed the importance of daily physical activity in a world, where television, iPads and video games are the norm. They enjoyed my personal story of how as a child, I was able to reach my grandmother, playing a great role in why she chose to quit smoking. I taught them that even at their age, they had the potential to be the most successful advocates, for the Surgeon General’s Initiative, in circumstances where they may be the only one, who is able to encourage change in their own family. After my lecture, as a class, we created our campaign poster, using Pixar’s *Up*, theme. Each child made a pledge to “say no to drug use and cigarette smoking” and “say yes” to the Surgeon General’s call to make living healthy a true goal. As a mentor to these children, I was able to provide important healthcare advice from a preventative perspective, which fulfills my duty as a PHS Officer.

In addition, I enhanced my career development skills of public speaking, leadership, community service all while bringing visibility to the Commissioned Corps! My hope is that this alternative mentoring relationship, will prepare me with some knowledge and experience, to one day mentor in the more traditional sense. I encourage all Officers to view their collateral duties, from a perspective of opportunity to further develop your skills as a Mentor.

**Contributed By: LCDR Danielle DiDonna , MS,
PAC**



Mentoring

One thing I continue to ask myself is, why I didn't ask for a mentor sooner. Officially or unofficially, I was hesitant to "bother" another officer with their time and energy, by asking them to help me, when I did not feel I had it all together. I was even somewhat embarrassed, as I felt I should understand more about the process, than I did. I did not want to show my insecurities. I was "shy" for lack of a better word, to share what I thought were my accomplishments with another officer. Managing my PHS career was also sometimes put on the back burner, during busy times, when the rest of life took over.



Multiple senior PHS Officers have shared with me that as a PHS officer, you have to manage your own career, which I have found to be very true. First, you must manage your career in your particular field, such as a Physician Assistant, Pharmacist or Nurse. Second, managing your career in your agency such as BOP, IHS, ICE, etc. Third, and not meant to be last, is managing your career in the Commissioned Corps. The last piece, is the part I did not take as seriously, earlier in my career or in as organized of a manner as I did the others. I am now working closely with another PHS officer, now who is new to the Commissioned Corps, but worked in another uniformed services branch, in the past. In speaking with him and others who have prior military service, I understand managing our uniformed careers as PHS officer, can be a more challenging process at times, than in the other branches. As opposed to someone in Human Resources assisting you in managing your military career and all the paperwork it entails, it is up to you to be organized. You need to be personally motivated in seeking out those things which will improve promotion potential and enhance career fulfillment.

So my advice to all new Officers or even seasoned Officers, who have not done this already, is to **join the HS PAC Mentoring Program**. As an Officer for almost 14 years now, it is just in this last year that I have reached out and asked other Officer's for more guidance and support. I have had a wonderful experience with my assigned mentor, who has spent countless hours guiding me on how to become more involved. I have always found it difficult to promote myself. She has taught me how to communicate what I have done in a manner that others who have never met me, can understand all my accomplishments. I shared that I felt as if I have had a crash course in writing. I also signed up for the CV review. An Officer from another Agency whom I have never met, provided constructive criticism on my CV and provided ideas, I never would have thought of on my own.

The most amazing part of this process, is that everyone I asked, was more than happy to help me. Even people I had never met, were willing to help. People I did not ask, even guided me when they heard through friends that I needed assistance. It is ironic, I think, given all the fear I had of asking others for help and all the time I wasted with needless worry that I may be "bothering" them.

Contributed By: LCDR Rachel Kubin



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Did you know the COLTS system was shut down permanently?

- *Direct Access is now the Corps official record of leave. No other leave tracking method is official*
- *You as an officer should know your Employee Identification (Empl ID) number for your Absence Request Approving Official (ARAO). Usually the ARAO is your first line supervisor who approves and authorizes leave*
- *Have a Delegated designated by ARAO to approve and authorize absence requests in DA and proxy who can confirm the approval of the absence request in the DA system based on the ARAO or Delegated ARAO's written approval, if your supervisor is not available*
- *With DA you are going to be able to request:*

Adoption Leave

Paternity Leave

Leave Inside Continental United States (Leave - INCONUS)

Sick Leave

Leave Outside Continental United

Post Deployment Mobilization

Maternity Leave

- *Be aware of the follow visiting:*

new procedures you need to

- <http://www.uscg.mil/ppc/eLeave/Submitting%20an%20Absence%20Request.htm>
- <http://www.uscg.mil/ppc/eLeave/Approving%20a%20Pending%20Request.htm>
- <http://www.uscg.mil/ppc/eLeave/Denying%20a%20Pending%20Request.htm>
- <http://www.uscg.mil/ppc/eLeave/Denying%20an%20Approved%20Request.htm>

2016 USPHS Scientific and Training Symposium Highlight: Don't Miss this Opportunity!

On Tuesday, May 17, 2016 from 0700-0900hrs, the HS-PAC Mentoring and Career Development subcommittees will host the **'HSO Career Counseling Session'** at the 2016 USPHS Scientific and Training Symposium. Senior HS officers who have served on the promotion board and/or have mentored HS officers will serve as counselors and review HSO benchmarks, career checklist, component of the CV, review/edit CV summary, review eOPF, navigate through the different login requirements (i.e. direct access, RedDOG (formerly OFRD), CCMIS) for personalized general guidance on career growth and necessary steps needed for successful promotion. Sessions will be one on one for 30-minutes each, by appointment only. Additionally, HS officers will get an opportunity to meet the HSO Chief Professional Officer, CAPT Willis Marsh and HSO Professional Advisory Committee Chair, CDR Rasulnia at the HSO Career Counseling Session. Questions or concerns, please email CAPT Raquel Peat at Raquel.Peat@fda.hhs.gov.

