Hard Work with a Full Heart

On being a (quiet) professional advisor
Today’s topics

- Speaker introduction
- Influence for this presentation
- Intro to Quiet Professionalism
- Reflections on adopting aspects of this mindset
Meet Banks Blair...

- Associate Director, University Studies at Virginia Tech
- 13 years in higher ed.
  - 10th year of advising
- Former Army Special Operator
  - 4th PSYOP Group (Airborne)
Conceptual Influence for this Presentation

• *Developing a Professional Identity* by Dr. Erin Justyna (2014)
• Advisors come to the field from many paths
• Professional Identity --> Outlines the path ahead
  • *What do you want to do?*
  • *Who do you want to be?*
  • *What do you want to be known for?*
• Steps to accomplish this:
  • Brand yourself
  • Establish your presence
  • Generate brand awareness
  • Be clear, consistent, & constant
What is quiet professionalism?

- Term has military origins
- Quiet Professionals are present in all walks of life
- Complete their work without expectation of fanfare
- Advisors are quiet professionals

(Shaul, 2018)
Tenets of Quiet Professionalism

1. Mission first
2. Hard work with a full heart
3. Understand experience vs. wisdom
4. Knowing is easy. Doing is hard.
5. Continuous professional learning
6. Do your work with dignity
7. Embrace the Suck
8. Gratitude

(Shaul, 2018)
Tenet 1: *Mission first*

- Accomplish the *mission* above all else
- The *mission* is contextual
- It’s never about *you*.

(Shaul, 2018)
Tenet 1: *Mission first*

(NACADA, 2012)
Reflection 1:

*How does mission first fit into your advising practice?*
Tenet 2: *Hard work with a full heart*

- “Happy grinders”

- 3-Step Path
  - Expectations
  - Pride in your work
  - The craft

- Evolution

(Shaul, 2018)
Reflection 2:

When you hear hard work with a full heart, what comes to mind related to your practice?
Tenet 3: *Understand experience vs. wisdom*

- Everybody has experience
  - Few have wisdom
- Wisdom takes work
  - Learn from mistakes
  - Forgiveness
  - Embrace our limits
  - Inclusivity
  - Know your role
  - Humility

(Shaul, 2018)
Reflection 3:
Think about the spaces you inhabit & the people around you.

- *Who are people who tout their experience?*
- *Who do you know that leads through wisdom?*
Tenet 4: *Knowing is easy. Doing is hard.*

- We know what is “right”
- Focus on the hard truths
- Again, learn from mistakes

(Shaul, 2018)
Reflection 4:
Think back to a time where you thought you had the solution to a problem and found the problem was far more complex.

● *What did you learn?*
Tenet 5: *Continuous professional learning*

- Ambition to grow & develop
- Leaders are readers
- Seek variety

(Shaul, 2018)
Reflection 5:

*What learning and growth opportunities have been the most beneficial for your advising practice?*

*How can you seek them more often?*
Tenet 6: *Do your work with dignity*

- Quietly, consistently, professionally, and well. Every day.
- Doing the work “right” is about honoring the craft
- An ethic for all levels

(Shaul, 2018)
Reflection 6:
When you think about your advising practice, your craft, what are the aspects you hold sacred?

Where do you cut corners? Why?
Tenet 7: *Embrace the suck*

- Life is generally hard
- Doing important work is even harder
- Don’t fight it

(Shaul, 2018)
Reflection 7:

*When was the last time you had to “embrace the suck?”*

*What did you learn?*
Tenet 8: *Gratitude*

- Appreciation for the present
- Offers two awards
  - Perspective
  - Freedom

(Shaul, 2018)
Reflection 8:  
*What are you grateful for as an advisor? Why?*
Wrapping up

- Defined quiet professionalism
- Discussed the tenets
- Reflected on its applicability to advising
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References
