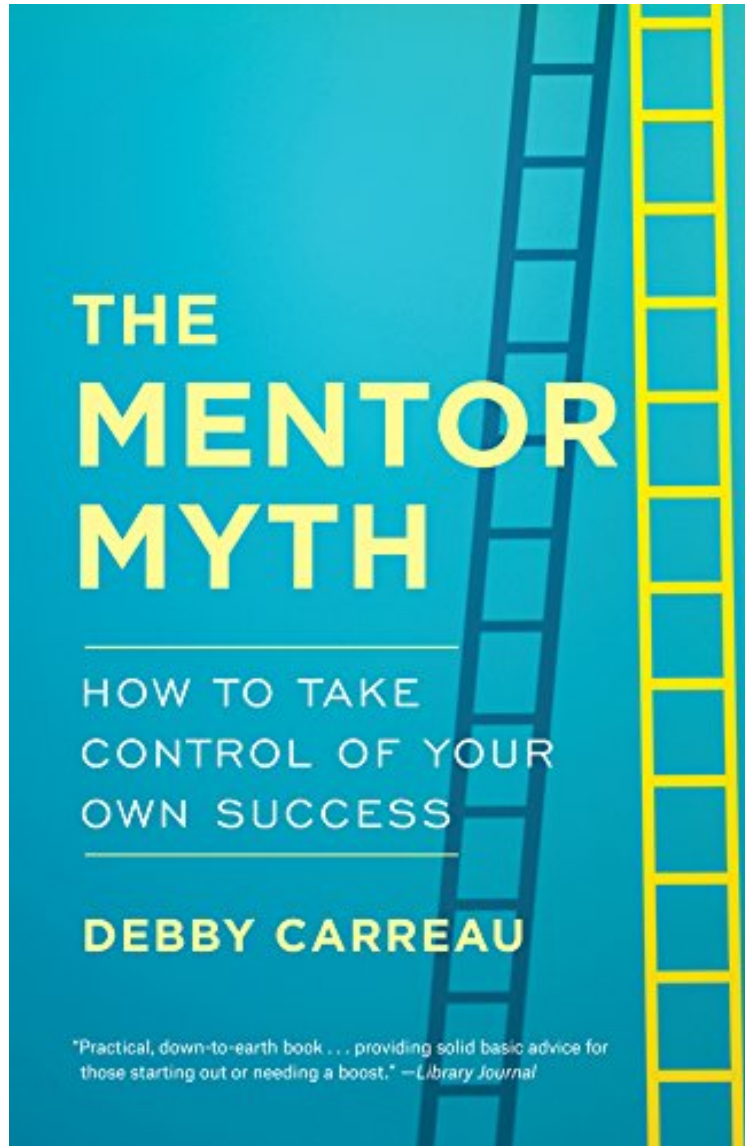


(Free read ebook) Mentor Myth: How to Take Control of Your Own Success

## Mentor Myth: How to Take Control of Your Own Success

Debby Carreau

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**Debby Carreau : Mentor Myth: How to Take Control of Your Own Success** before purchasing it in order to gage whether or not it would be worth my time, and all praised Mentor Myth: How to Take Control of Your Own Success:

4 of 4 people found the following review helpful. I believe in mentors but now...By Jim EstillI attribute my success to having many mentors so the title of this book was challenge.Those seeking to rise in the corporate world have no doubt heard about how important mentors are forachieving success. However, Debby Carreaursquo;s ldquo;The Mentor Myth: How to Take Control of Your OwnSuccessrdquo; offers persuasive arguments that this time-honored business tradition has received too muchprominence in recent years and should only be part of your strategy. Most

anyone who has the ability and confidence to succeed in a corporate environment also has the capability to advocate for themselves. The author argues that this is more important than ever and urges the reader to be more proactive. Mentors are valuable, but various factors can complicate this relationship in unexpected ways. After finishing the book, it is hard to argue with her assertion that the best way to manage your career is to learn all you can from worthwhile resources, but ultimately make the most important decisions yourself. Carreau helps readers define their career goals through a discussion of passion, economics, lifestyle, values, skill, and demand. How these play a role in your working future, and what you can do to make the most effective choices, receive meaningful contemplation. She also does a good job of communicating her own passions and how they influenced important career decisions that resulted in significant, positive change. One of the most crucial factors I have found in my own career development also receives ample attention: time management. Carreau's three-part strategy (establishing your priorities, planning your schedule, and learning to be flexible) consists of familiar principles. However, she adds some significant and sometimes overlooked elements to the discussion, such as perspective, assessing your bad habits, and planning for impact. These either enhance time management planning or provide additional incentive to improve and adhere to your schedule. Carreau's style is highly readable, and a lengthy career in Operations and Human Resource Management provided her with persuasive examples to back up her arguments. The author's recognition of various female professionals who have excelled in their fields is also laudable and gives these women some much deserved attention in a world where men often still receive the lion's share of the spotlight. "The Mentor Myth" is highly recommended for young up-and-coming business people and also provides an educational read for veterans. It gave me some new ideas regarding procedures in my own companies and a few thoughts about how others might be improved. And in the end, the author's view is not so different from my own. It comes down to the definition of mentor. Yes, network but do not rely on a "magic mentor" to make your career.

4 of 4 people found the following review helpful. Incredible Book ... As a female entrepreneur, I could identify with much of what the author said. By Jessica Chalk Inspired HR founder and CEO Debby Carreau's new book makes a persuasive argument that you need to be the master of your own destiny. The business standby that the right mentor is your key to success really becomes much less persuasive when you think about the variables in such a relationship and how the modern business world has changed. As a fellow female CEO, I also really appreciated how Ms. Carreau was able to include the expertise of other women who have survived and thrived in the corporate world. I was particularly interested in the section devoted to confidence and why it sometimes seems like businesswomen are less confident than their male counterparts. The author discusses the "confidence gap" persuasively—women are not in any way lacking the talent, but they do tend to suffer more from self-doubt than men. Her solutions on how to overcome this by building your confidence both actively and re-actively are practical and something any businesswoman can implement. There are also detailed and effective sections devoted to such relevant topics as personal brand (and how difficult it can be to maintain in the digital era), time management, taking control of your career, and the value of failure and resilience. Offering a nice balance of personal experience and knowledge accumulated from years in the business world, *The Mentor Myth* is engaging and rewarding reading, and definitely recommended.

2 of 2 people found the following review helpful. Mentors Can Indeed Fall Short By John Charles I don't have extensive experience in corporate environments, but friends who make their living doing this work always have some intriguing views on aspects of the working world that cross over into different disciplines. I have skimmed a few books on the business world over the years, reading the sections that had relevance to my career trajectory and skipping over the rest. One of my business friends suggested *The Mentor Myth* and passed along an advance copy. I actually ended up reading it all the way through because there is plenty of crossover advice. Mentors figure into much of the discussion on how to get ahead these days and I have had some experience with them in different positions over the years. In reading this book, I was gratified to discover that I was not the only one who had been let down by these associations. Much of what Carreau writes rang all too true: knowledge and personality shortcomings, conflicting goals, and disappointment soured the mentor experience for me. I'm not averse to trying again, but will be cautious. The book makes good points about the value of self-reliance as an effective substitute for mentoring. I have trouble advocating for myself and standing my ground in certain situations, but there is some interesting material here on how to overcome this. The book concludes on an appropriately encouraging note with writings on failure and resilience. Those interested in establishing themselves should find the structure helpful. Chapters are devoted to laying the foundation of your career, time management, personal branding, and networking, among others. I also appreciated the author's accessible, straight-forward writing. In some of these books, you have to wade through a sea of corporate jargon that becomes alienating if this is not part of your everyday language. Most of the chapters are like listening in on a relaxed, but intelligent and enlightening discourse. Thankfully, the author impresses and educates through her knowledge and experience, not via ten-dollar words. A pleasing read that left me with some new avenues to consider.

Mentors are over-utilized, under-trained and, as studies show, under-deliver. From an employer's perspective, assigning a mentor is often a band-aid to a larger problem. From an employee's perspective, a lack of formal

mentorship is seen as a serious, career-inhibiting problem, the equivalent of sailing a boat without a rudder. In *The Mentor Myth*, Debby Carreau represents this dichotomy, explaining that while a mentor's counsel can be invaluable, it is not the silver bullet human resources professionals often purport it to be. The opinions of a mentor are one data point, one piece in the much more complex game of navigating a career. In fact, the increasing overreliance on mentorship can actually be a hindrance to a successful career. Instead of continually looking outward for career guidance, aspiring professionals must realize that they possess all the tools necessary to take control of their own careers by using their own strengths, capabilities, and visions of success. Through her years of experience consulting, speaking, and writing about career development, Debby has created a comprehensive, easy-to-implement guide for taking ownership of your professional success. Debby begins by helping the reader create a professional roadmap, including how to build a personal brand, project the right amount of confidence, and manage time. She addresses mentors in the context of networks and sponsors, advising the reader how to incorporate outward influences rather than be defined by them.

"Practical, down-to-earth book...providing solid basic advice for those starting out or needing a boost." – Library Journal  
"This book is an important resource for anyone trying to figure out how to have a fulfilling personal and professional life. Debby Carreau's unique perspective as a human resource consultant helps the reader think more clearly about how to create a career plan, manage their time, and get results." – Kim Keating, board member of Lean In  
"This book proves what I've always believed about mentoring—that it can be beneficial, but by no means does it guarantee success. Taking control of your own career—from following your passions to finding your own role models to emulate to understanding risk and the rewards of failure—is essential for anyone looking to make waves in the business world. *The Mentor Myth* shows you how. I highly recommend it." – W. Brett Wilson, entrepreneur, philanthropist, and three-season panelist on CBC's "Dragons' Den"  
"Read this book and learn how to own your career path. Debby Carreau delivers a clear, easy-to-follow guide to ensuring your success!" – Bernie Tanenbaum, managing partner of Lodestone Global  
"A powerful tool for anyone wanting to take control of their own destiny and craft their journey to success. Debby will put you back in the driver's seat by taking responsibility for your own actions, emphasizing that mentorship is not what makes the greatest impact—you do." – Jennifer Carlson, founder of Baby Gourmet