

My grandmother was a telephone operator for Ma Bell in Chicago.

Answering phone calls was not her passion - she didn't dream of becoming a telephone operator. But she did grow up wanting a job.

And she brought her passion with her:

- She set the record for number of calls answered in one month, raising the required minimum for all operators
- She was once on a break outside on a cold, icy day when she slipped on the sidewalk. To protect the team's injury-free-days record, she claimed she fell across the street.
- She left to have children and returned as soon as they were all in school.
- She retired after 25 years of service, proudly wearing her AT&T, ruby-studded retirement ring until she died.

Mike Rowe, host of the show *Dirty Jobs*, recently reflected, "People I've met on my journeys **didn't realize their dream. They looked around for an opportunity.** They identified the opportunity. They worked at the opportunity. They got good at the opportunity. **And then they figured out how to love it.**"

Researchers at Stanford affirmed Rowe's perspective in a recent study, **concluding that following our passion is harmful** because it presumes that it's something to be chased. Instead passion should be developed.

How?

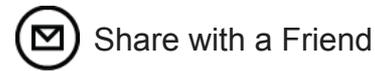
- Cultivate interests
- Seek opportunities
- Ask, "How can I improve myself / this task / this role / my team / the organization?"
- Build a toolbox of skills, experiences, resources, connections, mentors, and mentees

I grew up wondering what my passion is... And then I discovered a business law class. I developed my interest: I sought mentoring, I went to law school, I created internships, and I became a corporate attorney. And I loved it!

Passion is not to be chased. Passion ignites from within.

The question is... what are you doing to fan the flames?

Ann Tardy



Past Issues

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Did you know?

(1) Want to be a better boss? Join me in [Boston on Tues Jan 29](#) for my program **Managing AND Leading: 7 Strategies to Excel at Both**, hosted by the [Institute for Management Studies \(IMS\)](#). If your organization is not an IMS member, email me and I might be able to get you a guest pass.

(2) Going to the [ACNL Conference in Pasadena Feb 3-5](#)? I'll be keynoting on **The Collaboration Edge** and on **Rousing the Remarkable**. If you're a nurse leader in California, don't miss this great conference! And if you've participated in the ACNL Mentoring Program, please connect with me in person!

(3) Need a daily dose of Flash? My **new book, *In a Flash!* is in print - a collection of your favorite *Flash!* articles from the past four years**. Email me if you want a copy. It'll be on our website soon...

(4) Are you a Mentor or Mentee on our MentorLead platform? Join us for our next [Success @ Mentoring webinar on Wed, Feb 13: Mentoring 101 - Getting Started and Getting Matched](#). Check your mentoring platform for details on how to attend.

(5) Are you a program leader working on a mentoring program? Jump into the **Mentoring Leaders Circle community!** No cost, just an application: www.mentoringleaderscircle.com I'll be answering your questions there and espousing wisdom every week to help you on your journey to create a powerful, magnetic mentoring program.

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