

Lead With Your **HEART**: Mentorship Is What Matters









RACHEL E. PALMERI



STX – February Monthly Chapter Meeting



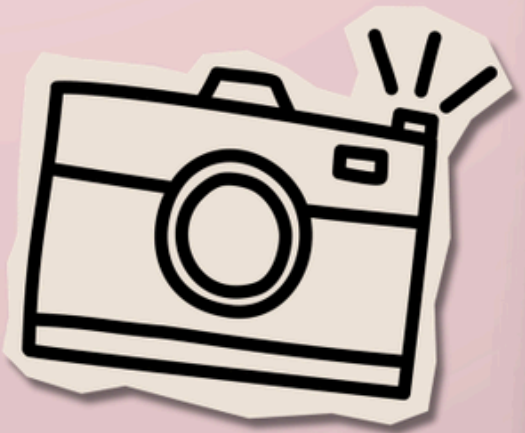
Today's Quote:

Mentorship isn't about   having all the answers; it's   about helping someone   believe they can find them.



Where HEART Meets Leadership

- ♥ Who is this presenter? Does she even go here?
- ♥ Why does this presentation matter?
- ♥ Understanding the Second-Career Transition ...
- ♥ The Power of Mentorship in Professional Growth
- ♥ The HEART Model
- ♥ Mentorship in Action
- ♥ Strengthening the Mentorship Culture
- ♥ From Awareness to Ownership



Who is this Presenter?

Columbia Southern University

2022 + 2025 Alumni



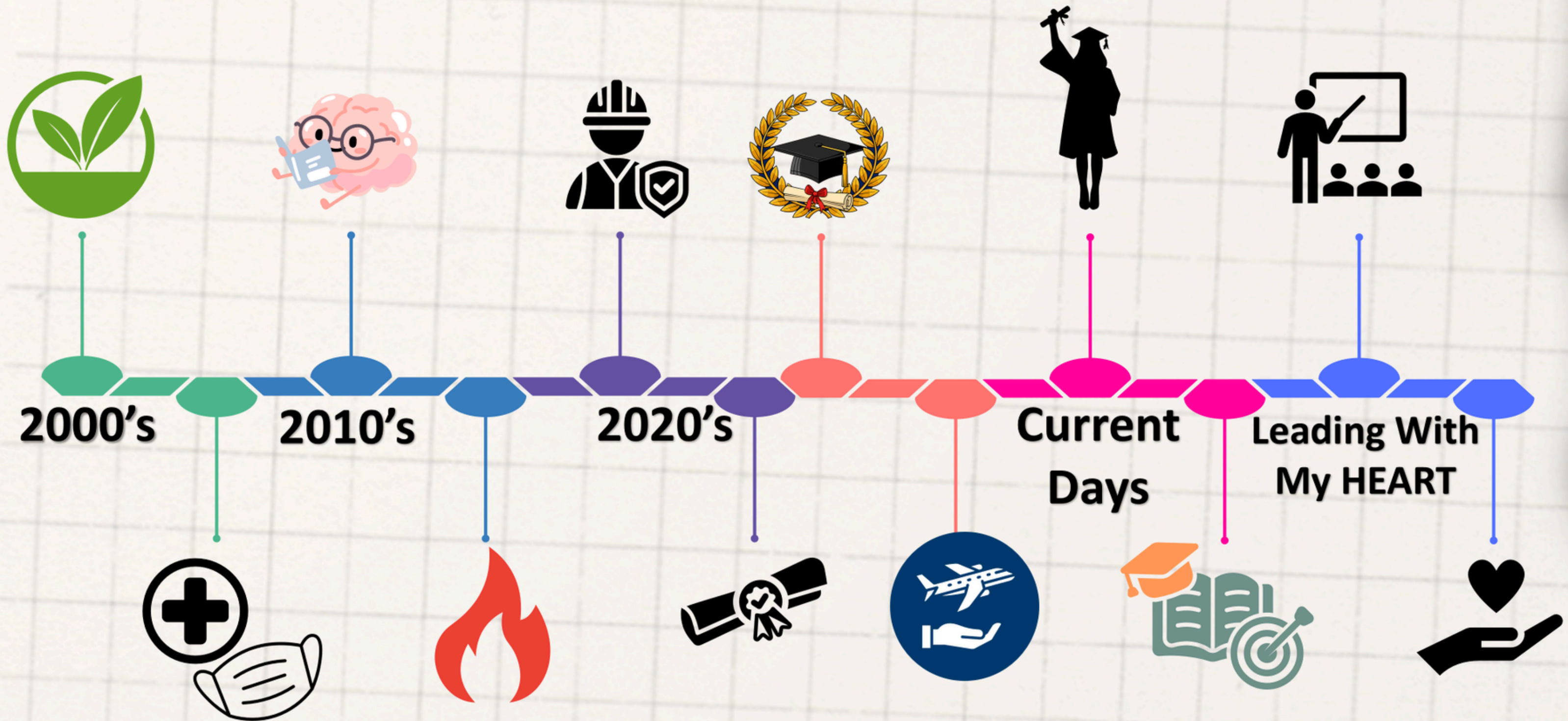
Does she
even go here?!

ASSP Member
est. 2020



STX + Reg 3 ARVP
Communications
est. 2023

Who is this Presenter?



Understanding the



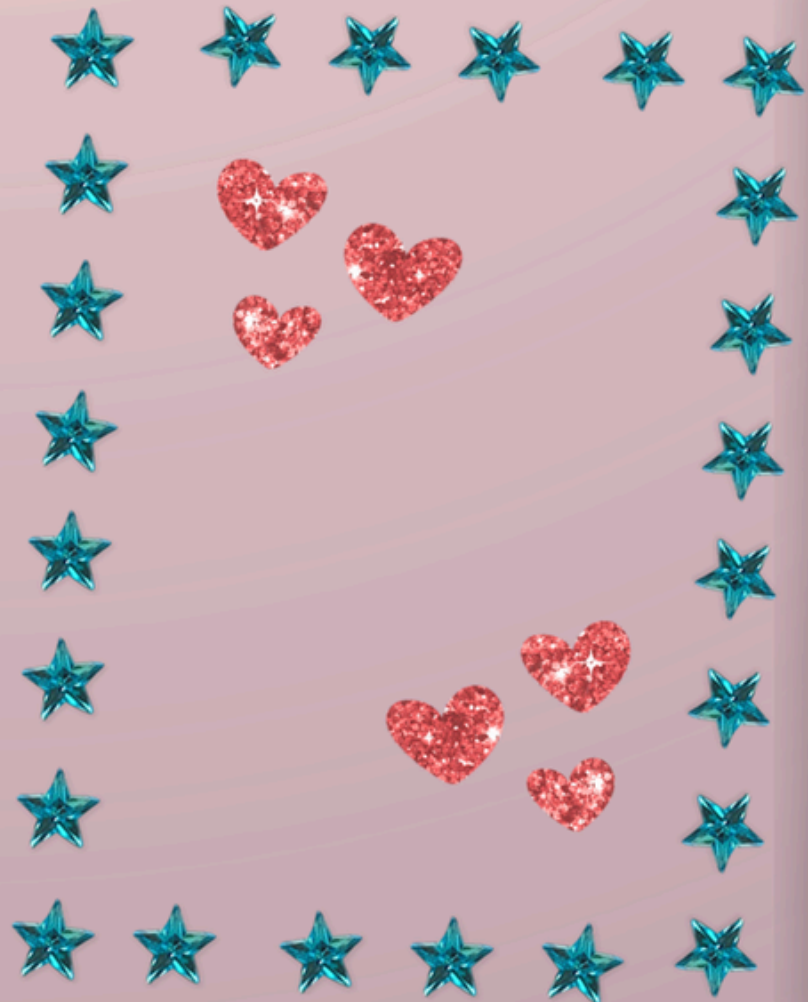
Second-Career Transition,

and the Why behind it all.

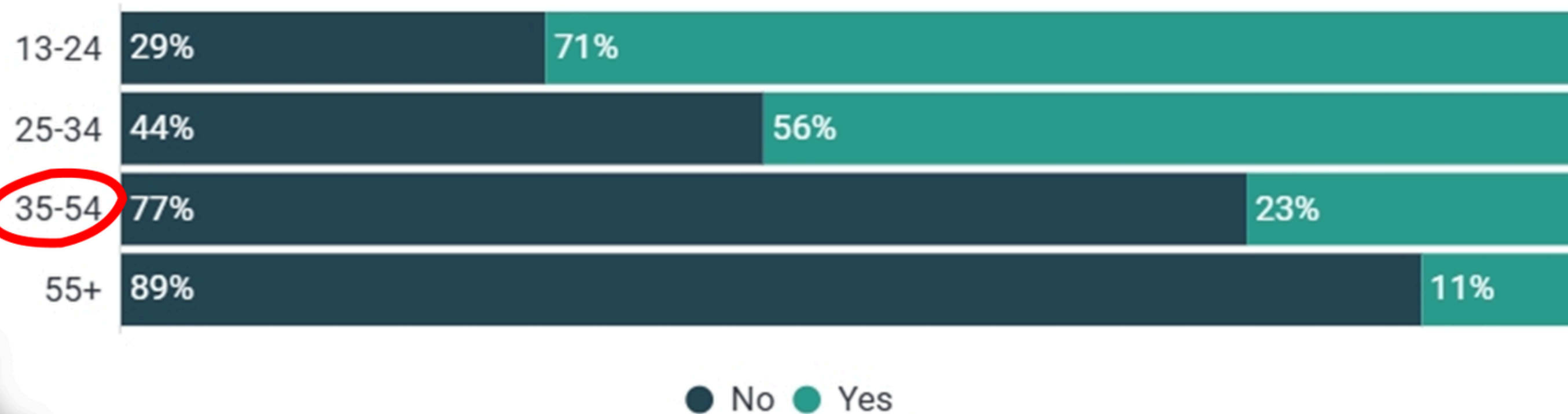


The WHY Behind The Change

- Seeking Balance
- Escaping Burnout
- Rediscovering Purpose
- Securing Stability
- Rekindling Growth
- Advancing in Life



U.S. Gen Pop (aged 13+) planning to pursue one or more education programs by Age



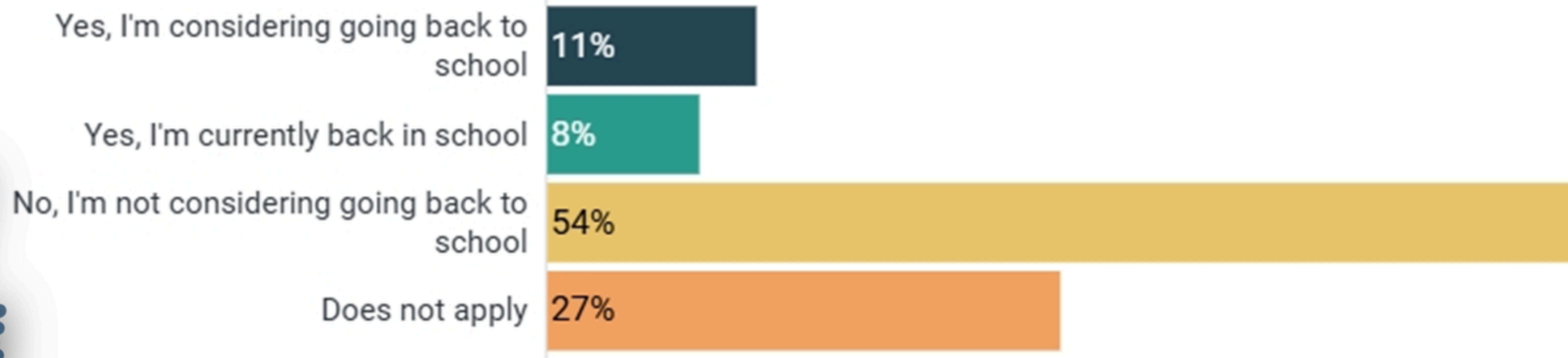
2,902 responses from 06/23/2022 to 06/27/2022
Weighted by U.S. Census 13+
© CivicScience 2022



(Commisso, 2023)

Statistics

Are you considering going back to school or currently back in school to pursue a new career path?



2,840 responses from 06/23/2022 to 06/28/2022
Weighted by U.S. Census 18+
© CivicScience 2022

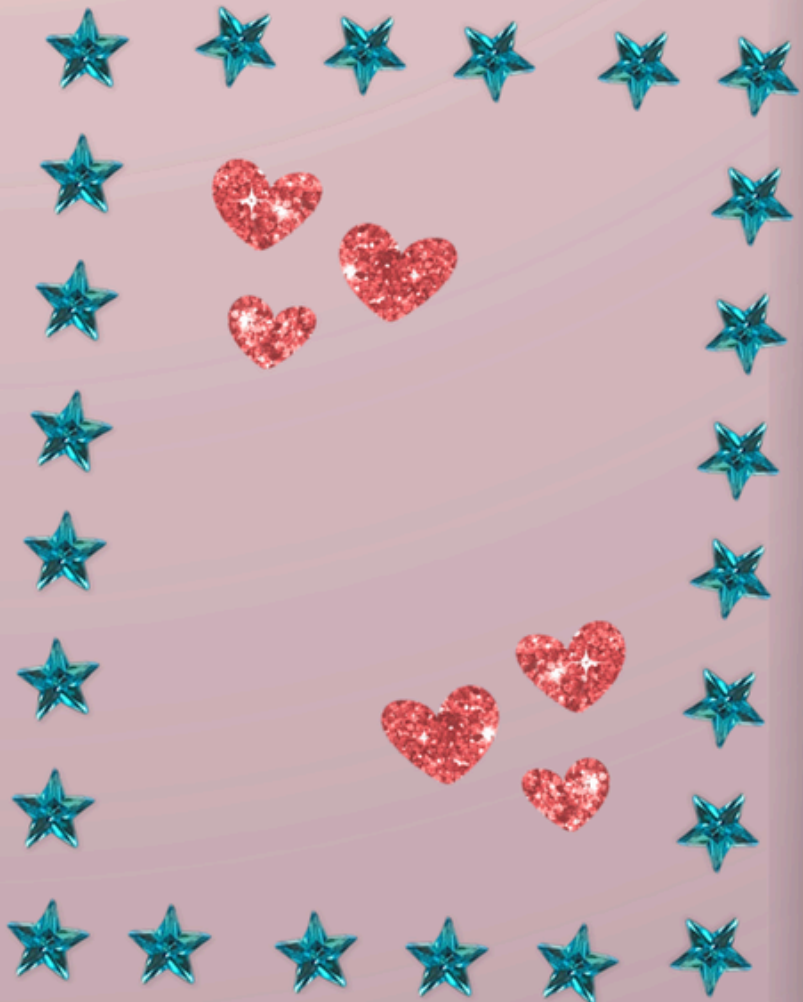


(Commisso, 2023)

Facing the challenges of change

The Hard Truth About Career Change

- Increased competition
- Experience that doesn't "translate."
- Automated hiring filters (ATS systems)
- Industry shifts post-pandemic
- Credential inflation
- Age or career-stage bias



Now wait a minute, Rach??

What does this all have to do with mentorship?

Tell me what HEART stands for?



The Power of Mentorship in Professional Growth

- **Evolve Continuous Learning** → **Drive Professional Growth**
- **Be Visible and Available** → **Builds Trust and Psychological Safety**
- **Provide Constructive Encouragement** → **Strengthens Confidence and Morale**
- **Advocate for Others** → **Establishes Credibility and Professional Trust**
- **Challenge with Support** → **Expands Growth Beyond the Comfort Zone**

~ Empower others by using the **HEART** Method ~

UNDERSTAND THE

HEART

MODEL



#HEAR

Listen without judgment -

Understanding Builds Inclusion

FENCOURAGE

**Networking Opportunities:
Getting out of that comfort zone**

ADVOCATE

Create Access and Expand Networks:

Open Doors and Create Relationships

REAACH BACK

Pave a Clear Path Forward:

Follow Up, Reinforce Clarity and Directions

T TEACH

Share Lessons, Not Perfection:

Share past setbacks, missteps, and growth moments

From Awareness to Ownership

REFLECT –

What culture are we creating?

Mentoring or Managing?

ACT –

Be intentional while developing professional growth.

Integrate the HEART model into our upcoming professionals

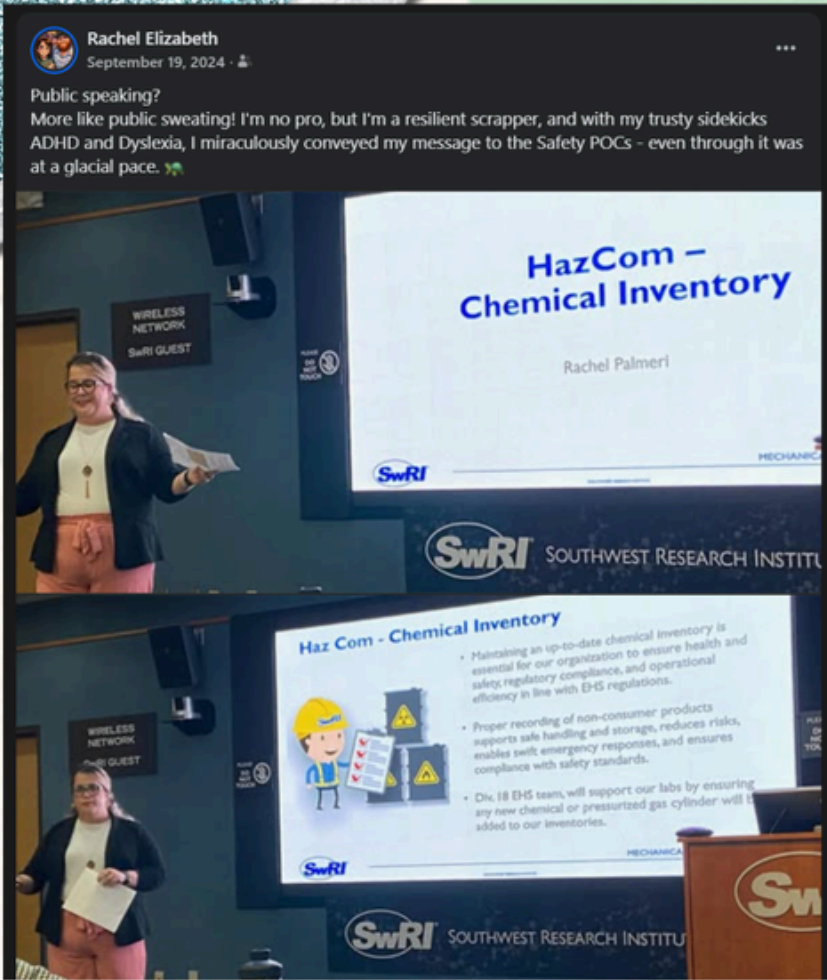
OWN IT –

Shape Retention – leadership behavior, culture, and mentorship

Leadership Leaves a Legacy



When Opportunities Rise – Take it!!!





Mentoring Program – ASSP South Texas Chapter



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS
South Texas Chapter

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Mentoring Program

ASSP South Texas Chapter has instituted a Mentoring Program as a service to its members and prospective members. This allows current members a way to give back to the safety community and share their experience with up and coming safety professionals. Additionally, it allows those looking to network and seek counsel from experienced professionals a way to achieve their goals.

The Mentor Program seeks to help any member who would like to talk to a seasoned professional about specific safety topics, leadership and management tips, or career development advice in general. The Mentor Program is designed to provide newer or transitioning members of the South Texas Chapter with opportunities to benefit from the insights and lessons learned of more experienced safety professionals.

The South Texas Chapter Mentoring Program strives to be a mutually beneficial, interactive relationship between two people in which one person (the mentor) provides perspective, coaching and support relative to the personal and professional development of the other (the mentee.) The program is open to all active and student members of South Texas Chapter who want to improve their network, share and gain industry knowledge, as well as develop new skills.

[Mentor Volunteer Application](#)

[Mentor Request Application](#)

If you have any questions about the South Texas Chapter Mentor Program, please contact Damon

Chapter Recognition



Sign up to become a mentor or become a mentee!!



LinkedIn profile for Rachel E. Palmeri, GSP. The profile includes a search bar at the top, navigation icons for Home, My Network, Jobs, Messaging, and Notifications. The main header features a cityscape background and a circular profile picture of Rachel. Below the picture, her name and title are displayed, followed by a bio, location, and company/education information. Action buttons for 'Open to', 'Add profile section', 'Enhance profile', and 'Resources' are visible at the bottom.

Rachel E. Palmeri, GSP *She/Her*
Graduate Safety Practitioner beginning her journey in General Industry. She serves as an ASSP committee chair for both the South Texas Chapter and Region III.
San Antonio, Texas, United States · [Contact info](#)
[TopExecutives-MarquisWho'sWho](#)
500+ connections

UFP Industries
Columbia Southern University

[Open to](#) [Add profile section](#) [Enhance profile](#) [Resources](#)

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REPalmeri88@gmail.com



Resources:

Commisso, D. (2023, August 28). Adults going back to school still look to traditional education programs. CivicScience. <https://civicscience.com/adults-going-back-to-school-still-look-to-traditional-education-programs/>