



## Mentoring - What's in it for me?

We are often asked the advantages of mentoring to the various stakeholders involved. Here we list the most common rewards that individuals reap from a mentoring program.

### **BENEFITS FOR MENTEES**

- Explore issues and concerns in a confidential and supportive relationship.
- Learn from the real life experiences of others.
- Align your own development to your company's performance culture.
- Exposure to new, and often more senior, members of your organisation.
- Explore your career development plans, with guidance to make appropriate choices.
- Network and to learn about effective networking.
- Become more comfortable dealing with people of different backgrounds, experience and authority.
- Gain guidance in managing difficult relationships and interpreting feedback from other.
- Develop greater confidence, personally and within your organisation.

### **BENEFITS FOR MENTORS**

Mentoring programs do not just benefit the mentees. Mentors find tremendous learning and development opportunities of their own. Here are some of the benefits that are frequently reported to us:

- Gain personal satisfaction by making a difference to someone else.
- Increase your profile and your professional networks.
- Learn and develop mentoring skills and enhance your leadership and interpersonal skills.
- Gain intellectual challenge by working on issues outside your day to day experience.
- Find reflective space in a hectic daily schedule.
- Sharpen your listening skills.
- Discover fresh perspectives that may assist with your own work.

### **BENEFITS FOR LINE MANAGERS**

It is important that the mentee's line manager is supportive of the mentoring relationship, not threatened by it. The mentoring program can provide direct benefits to line managers:

- Mentees relationships with their line managers and peers often improve through the mentoring process.
- Mentors can help mentees to gain an alternative perspective which may be helpful in managing their performance.