



# 11 Reasons Why You Should Be A Mentor

## Introduction

With the catalyst of the global pandemic and vast improvements in “work-from-anywhere” technology, we are seeing a more geographically dispersed workforce. While remote and hybrid models of work offer improved flexibility and productivity, experts and employees alike agree that these gains are at the expense of human connection.

Soft skills such as leadership, emotional intelligence and teamwork are harder to foster when working remotely. While these skills are valuable for employees across all levels of an organisation, it’s often vital to be able to demonstrate these interpersonal skills to be considered for senior leadership positions.

Enter strategic mentoring programs.

We often hear the reasons people give for not becoming a mentor. I don’t have time. I don’t have the right skills. My personality isn’t suitable.

For the most part these are excuses, not reasons. We all have more time, skills and insight than we think, and, with the right training, anyone can learn to be a good mentor.

Before you pull out a reason to say “no”, consider first these eleven reasons to say “yes” to being a mentor.





Government agencies identify strategic mentoring programs as important contributors to **developing and supporting** their people in the increasingly competitive recruitment market.



2/15  
Milestone  
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Milestone 5



## 1. Become a better leader

Learning how to work with people to whom you don't have a natural connection, demonstrating patience with those in need of guidance and support, helping people figure out the best path forward: all trademarks of a great leader and skills honed through mentoring. The more you work at leadership on a one-to-one basis, the more you'll improve in larger group settings.

## 2. Learn more about your company or profession

What do you actually know about the challenges, purpose and daily workload of other teams? Mentoring is a great way to broaden your view and gain insight into what goes on in other areas. This will equip you to make sounder, more holistic decisions.

## 3. Achieve personal career gains

Just in case you're thinking that all this talk of leadership and learning is a soft sell, let's dish up some hard facts. Between 2010 and 2015 Sun Microsystems studied the career progress of over 1,000 employees. People who had acted as mentors were SIX TIMES more likely to be promoted than those who didn't, and 20% more likely to get a raise. Still think mentoring is a fluffy, feel good thing to do?

## 4. Shape the leaders of tomorrow

Most of us long for a legacy, some stake in the future that says, "I was here." What better legacy than to be a part of shaping tomorrow's leaders?

## 5. Gain new perspectives and fresh ideas

Mentoring is a unique opportunity to step outside your normal circle of friends and social media's echo chamber to gain an intimate understanding of how the world looks through someone else's eyes. New perspectives lead to fresh ideas, and who knows where fresh ideas could lead you?

## 6. Put your finger on the pulse of a younger generation

Usually (although not always) mentors end up working with younger mentees, sometimes much younger. Different generations think and act differently. If you are to be an effective leader, you need to have an understanding of how younger generations see things and where they can make a difference to the organisation. The intimacy of a mentoring relationship offers a unique insight into these generational differences.

## 7. Change someone's world

Do you remember a teacher, a coach or a former boss who said or did something that changed the trajectory of your life? This is your chance to do that for someone else. Not every mentoring partnership is life changing but we see enough of it to know that every mentor has the potential to instigate surprising change.

## 8. Exercise emotional intelligence

Working one-on-one with a mentee requires you to sharpen your emotional radar. You will be called upon to gauge the emotional state of the other person and respond with empathy. Not only is emotional intelligence a key differentiator for career advancement, it can also improve your relationships outside the office.

## 9. Strengthen the lessons you've already learned

There is no better way to embed knowledge than through teaching. You've learned the hard way how to hire the right person, raise prices or negotiate a tough contract. By passing this knowledge on to a novice, you clarify and embed those lessons within yourself.

## 10. Improve productivity

Sharing your insights, learning and networks with younger colleagues helps to grease the organisational wheel. Stepping up the pace and increasing productivity helps everyone within the organisation – including you.

## 11. Feel good about yourself

Tell yourself all you want that you're doing it for your resume, but we guarantee you that once you become a mentor the “feel good” factor will take hold. There is little more rewarding than knowing you are making a difference to someone else's life.

Step outside your normal circle of friends and gain new **perspectives, fresh ideas** and an intimate understanding of how the world looks through someone else's eyes.



## Conclusion

Given how cost-effective mentoring programs are, and the results they deliver, there is no reason not to consider the role that mentoring could play in your overall people strategy.

Government agencies are starting to see the value of strategic mentoring programs as important contributors to developing and supporting their people in this increasingly competitive recruitment market.

Professional and trade associations, too, are beginning to offer multiple mentoring programs to members at different career life cycle stages such as for graduates, early career members, and for women in the workplace. Each one tackles a particular developmental goal for the association's members and is part of the overarching membership retention strategy.

If you're not taking a strategic approach to mentoring, we can assure you, the organisations that are, are already attracting, developing and retaining the talent you want for your future success.

The good news is that it's not too late for you to catch up!

## Book a Demo

Are you ready to schedule a free Platform Demo?

We combine evidence-based mentoring expertise with the latest technological innovations to enable companies, associations and government organisations to develop impactful, scalable and cost-effective mentoring programs. We work with you to understand your organisation's goals and challenges and can customise the program to meet those needs.

We are uniquely the front and back end of mentoring excellence and will guide you along the way.

Our demo is a 30 minute teleconference with one of our mentoring design experts. You will learn first-hand how best practice principles underpin both our software and program design to deliver world class mentoring programs. Discover how Art of Mentoring can help you meet your organisation's unique goals.

- **Experience the powerful simplicity of our software**
- **Understand how purpose-led mentoring delivers results**
- **Gain clarity on what our programs offer**
- **Learn the benefits of automation to streamline processes**



# Free Platform Demo

Learn how Art of Mentoring can help your organisation to achieve business objectives and streamline administrative processes by providing powerfully simple and effective mentoring programs.

[BOOK A DEMO](#)

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