

## Benefits of Mentoring

### Benefits to protégé

- Increases levels of satisfaction, success, career opportunity and successful promotion (de Janasz *et al.* 2003, Grenne & Puetzer 2002, Milem 2003, Ragins 1999)
- Increases confidence (especially for women in male-dominated programs) (McCormack & West 2006, Ülkü-Steiner *et al.* 2000)
- Provides network for receiving informal information important to career-success that may not otherwise be available (McCormack & West 2006, Wasburn 2007)
- Increases professional networks for collaboration (McCormack & West 2006, Wasburn 2007)

### Benefits to mentors

- Provides insight into new technologies, ideas, and perspectives for teaching and research (Wasburn 2007)
- Increases professional networks (McCormack & West 2006, Wasburn 2007)
- Satisfaction in contributing to an effective departmental change
- Satisfaction in assisting the development of protégés

### Benefits to department and institution

- Higher retention, employee satisfaction, and productivity (de Janasz *et al.* 2003, Grenne & Puetzer 2002, Milem 2003, Ragins 1999)
- Benefits everyone by creating a supportive climate (Bahniuk *et al.* 1990, Cleveland *et al.* 2000, Wasburn 2007)
- Individuals become more committed to their profession and institution (Otto 1994)