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

- 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)