

Who Benefits from Mentoring

Executives/Managers: Sharpen Management/Leadership/Interpersonal Skills

Supervisors: 1) Increase productivity in the workplace; 2) Build awareness of personal biases, assumptions, and areas for improvement; and 3) Meet legal supervisory requirements.

Workforce in General: 1) Increase self-awareness and self-discipline – mentoring encourages the individual to grow beyond usual expectations; 2) Positive and constructive feedback on professional and personal development areas; and 3) Improve technical competence.

How Does the Organization Benefit from Mentoring?

- Mentoring positively impacts all organization levels.
- Enhances Performance: Mentoring helps teams improve as members increase in competence, awareness of personal biases, etc.
- Increases Organizational Knowledge: Mentoring increases understanding of an individual's role and its importance to the mission.
- Fosters Commitment: Mentoring increases the understanding and acceptance of values and goals. It increases engagement, alignment, and retention. It helps participants feel that they are an integral part of the organization.
- Supports Recruitment: Mentoring promotes the DOD as the employer of choice because it shows commitment to its people and the employer of choice because it shows commitment to its people and their personal/professional development.
- Facilitates Leadership Development: Mentoring facilitates knowledge transfer of culture, values, and other key components.
- Improves Succession Planning: Mentoring increases use of the DOD's Human Capital planning and succession development efforts – helps establish the talent bank.