

**DOD Mentoring Resource Portal**

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**MENTORING BENEFITS FOR MENTORS**

Information for Mentors Portfolio

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## MENTOR GUIDELINES

### Purpose:

To list the mentoring benefits Mentors will gain as they go through the mentoring process.

### Audience:

Mentors

### Context:

After matching selected Mentors to Mentees, HR (or the Mentoring Program Coordinator) should provide general guidelines to the Mentors on how to have a successful mentoring relationship. This guide should be accompanied by some sort of training.

### How to Use:

- **Step 1:** Customize the guide and make any adjustments to fit specific DOD Component/Agency mentoring needs.
- **Step 2:** Add additional information specific to your DOD Component/Agency, such as additional guidelines for successful mentoring relationships.
- **Step 3:** Share the guide with the Mentors.

### Common Terms

The following are common terms associated with the DOD Mentoring Resource Portal:

*Mentor*, also known as Advisor, is a trusted counselor or guide who is involved in the development and support of one who is less experienced.

*Mentee*, also known as Mentee or Learner, is the more junior person being mentored.

*Mentoring Program Coordinator*, also known as Mentoring Program Manager, is responsible for the overall management of the Mentoring Program.

### Information Source Disclaimer

Most of the information on this mentoring resource was obtained from the following sources: [U.S. Navy Human Resources Officer Mentoring Program Guidebook – July 2013](#), [WHS Director of Administration and Management Enterprise Mentoring, Tools for Advisors](#). All content is provided for informational purposes only.

## **1.0 MENTORING BENEFITS FOR MENTORS**

Mentoring is a cost effective and valuable tool for developing our most important asset, our people. A successful mentoring process depends on the partners sharing common goals and expectations, having a commitment to the mentoring practice, and giving and receiving trust and respect. Both the Mentor and the Mentee give and grow in the mentoring process. You, the Mentor, have the opportunity to review your accomplishments and challenges, as a reminder of lessons learned. In sharing your expertise you are leaving a legacy and guiding another's career path. This also gives you an opportunity to review and reenergize your personal career goals.

You, the Mentor will get many benefits from this experience. Here are just a few additional benefits you might consider:

- Building new Relationships/Develop networks and allies
- Career Advancement for the Mentor - Becoming identified as someone who develops or Mentors well known performers or “fast trackers” can attract highly qualified, high potential individuals who will look for opportunities to work for the Mentor in any capacity, and developing others to follow in a Mentor's footsteps can facilitate the Mentor's own personal/professional development and career progression.
- Learning from the Mentee/Information Gathering – Mentees can be a great source of general organizational data, feedback, and fresh ideas. Because serving in a higher level position isolates some executives and managers, Mentees can serve as an important link in keeping communication lines open. Also, while the Mentor might possess the “hard facts” about organizational issues, traditions, etc., Mentees will often provide important feedback about how people at different levels of the organization view things.
- Personal Satisfaction in helping someone grow professionally – Mentors generally report a sense of pride in watching the Mentee they mentor develop, and a sense of contribution to the organization. It is an opportunity to pass on a legacy to the next generation.
- Sharpened Management/Leadership/Interpersonal Skills - Mentors sharpen their own skills as they challenge and coach the Mentee. Mentoring is an important competency to have in the leader's own development.
- Future pay-offs/Source of Recognition – Good Mentors are well respected at all levels of the Organization. Mentoring also enhances self-esteem and status in the organization, refined leadership and interpersonal skills, increased influence on the mission and direction of the organization.
- Expanded Professional Contacts - Mentors develop many rewarding professional contacts by interacting with other Mentors, supervisors, and contacts made because of the mentorship relationship with the Mentee.
- Develop successors

## **2.0 MENTORING DIFFICULTIES**

Not everything is positive in Mentoring; it also carries some difficulties, for example:

- Takes time and energy away from other tasks
- Risks-if Mentee does not perform; if Mentee violates trust
- Potential for conflict with supervisor