Mentoring

1. Colour code the benefits of mentoring into the three given categories

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| **Benefits for mentees** | **Benefits for mentors** | **Benefits for the organisation** |
|  |  |  |
| Good PR for organisation – attractive to community, customers and potential employees | Support, encouragement, friendship, higher morale | Feedback, constructive criticism – improved job role knowledge |
| Improved communication/partnerships within the workplace | Retention/continuity of staff – less staff turnover / succession planning | Improved productivity and efficiency |
| Career affirmation, advancement, commitment – higher job satisfaction | Observing a role model | Reflection |
| Collegiality, collaboration, networking | Interpersonal skill development | Discussing, sharing ideas |
| Reflection | Professional development | Personal satisfaction, reward/growth |
| More effective leadership | Enjoyment, stimulation, challenge | Improved, revitalised work practices |
| Help with teaching strategies/subject knowledge | Knowledge management and retention | Contributes to/good for profession |
| Less work for Managers in supervision/problem solving | Increased self-confidence / Shared successes | Role satisfaction |

1. Identify your personal attributes that would make you a good mentor.
2. **Extended Response:** Discuss **three** benefits of workplace mentoring for **both** the mentor and the mentee (12 marks)