

The **benefits** of mentoring.

The key benefits of mentoring for individuals and organisations.



For individuals.

Did you know that 79% of millennials view mentoring as a crucial aspect of having a successful career? Now more than ever, mentoring is becoming a key factor in the lives of individuals.

Mentoring is an incredibly versatile tool, and beneficial for all involved. Many have seen the benefits of mentoring within their career, owing their progression entirely to the help they received. When it comes to mentoring, an individual can set many different goals to push for their success.

Whether your mentors and mentees are unsure of what direction they want to go in professionally, looking for career progression or wanting to develop new skills, mentoring can help them achieve all of this and more.

Listed on the next page are benefits of mentoring for individuals within an organisation.

The **benefits.**



Career guidance and support

Be it career progression your employees are looking for, or change into a new role, a mentor can help them navigate the path ahead.



Advice

Having someone else to talk to and offer an outside opinion, can be crucial in decision-making. Mentors can offer your employees the advice they need to thrive within their roles.



Industry knowledge

If you want your employees to learn more about your current industry, having someone to prepare them with a foundation of knowledge and understanding, will give them more confidence going forward in their career.



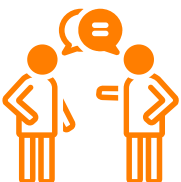
Workplace skill development

A mentor can help your employees enhance skills they already have, whilst helping them to develop new ones.



Increased job satisfaction

Studies found that those with a mentor are more satisfied within their careers. Improved job satisfaction amongst employees improves engagement, retention, and productivity.



Development of communication skills

Regular meetings and working towards goals with a mentor will improve your employees' communication skills, as they are able to discuss and challenge each other.

The benefits.



Improved working world understanding

Being mentored, or mentoring someone, will give your employees the insight they need to understand the working environment better.



Increased confidence

Having support there for your employees to guide them to their goals will help their confidence when moving forward professionally!



Improved motivation

Regular meetings will help keep your employees on track, along with encouragement and advice from their mentor, their motivation will pick up as they are inspired and regularly reminded to focus.



Expanding network

Continuously expanding a professional network is always a positive thing to do. Your employees will be able to find new opportunities and gain new and trusting relationships.



Opportunity to learn self reflection

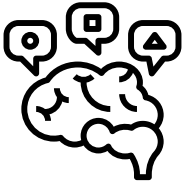
Self reflection is a great life skill to have, and your employees will be able to learn how to take a step back and assess their journey. Gaining feedback on what they did right and what they can improve on in the future.



Empowering others

Inspiring and supporting another through their journey can be so rewarding. Your employees will feel empowered and see their mentees success and knowing they helped them reach their goals.

The **benefits.**



Gaining new perspectives

Everyone is different in how they view situations, and being able to hear an outside perspective is invaluable within your employee's career development.



Improved listening skills

Actively listening is very important in mentoring, and your employee's skills will develop within their relationship, it's an important and valuable life skill!



Improved mental health

Having someone to discuss work with, in confidence, is incredibly beneficial for employees. The opportunity to communicate with someone about the challenges they face, reduces stress and anxiety, creating a workforce with greatly improved well-being.



For organisations.

The benefits of mentoring stretch further than just between mentor/mentee, they also positively impact an organisation as a whole. Running a mentoring program within the workplace is a great tool for staff retention, and also for new starter onboarding.

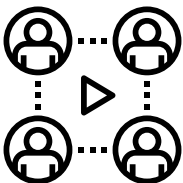
94% of employees stated they would stay at a company for longer if they were offered opportunities to develop and grow within the company and their careers. Listed on the next page are some of the many reasons why you should consider running a mentoring program within your organisation.

The **benefits.**

Reduced training costs



Offering a mentoring program to your employees, reduces training costs across the organisation. Having mentors who are part of the onboarding and staff training process, along with ongoing training between senior leaders and employees looking to progress, fosters learning and development within your organisation.



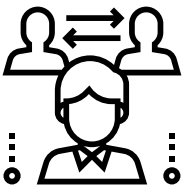
Improved workplace culture

Mentoring helps build a workplace culture that values support, learning, and knowledge. Mentoring in the workplace makes your employees feel supported and also gives them the opportunity to build relationships.



Increased job satisfaction

When your employees feel they are able to develop within their role, they will feel more satisfied within the workplace. This is incredibly important if you want a workforce that is happy and more productive.



Knowledge sharing

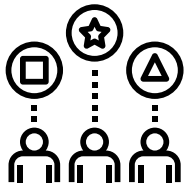
Mentoring is a great way to improve knowledge sharing across your organisation, and the implementation of a mentoring program actually influences your employees to do so.



Improved teamwork and communication

Mentoring relationships will help team building, relationships and communication between your staff as they learn to listen and advise each other.

The **benefits.**



Promotion of diversity and inclusion

The opportunity to support minority employees within the workplace to aid their progression into senior roles, is something mentoring can help your organisation achieve.



Retain and attract talent

Mentoring is now a key factor employees are looking for in a new role. This helps give your organisation a competitive edge. Research also shows that mentoring is a great way to retain your current staff, as they feel more supported within their role and feel invested in.



Internal leadership

A mentoring program can help create strong internal leaders within your organisation. Mentoring helps your employees develop leadership skills, but also are able to learn from senior employees within the organisation.



Let's get mentoring.

We would love to share a demo of our platform with you, hear more about how you are running mentoring schemes and show you what we can do to streamline things for you. Get in touch today and we can arrange a meeting!

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