



## Mentee Benefits

Research by Ellen Ensher and Susan Murphy has identified the following benefits of a mentoring relationship. While no organization or mentor can guarantee that these things will occur, they suggest the beneficial nature of a mentoring relationship.

*[Adapted from Ensher and Murphy Power Mentoring]*

Professional Support	Personal Support
<ul style="list-style-type: none"><li>• Job and career feedback</li><li>• Challenging assignments</li><li>• Access to resources</li><li>• Access to information</li><li>• Access to people</li><li>• Exposure and visibility</li><li>• Job involvement</li><li>• Expanded network</li><li>• Potential job mobility or professional opportunities</li></ul>	<ul style="list-style-type: none"><li>• Growing personal confidence</li><li>• Interpersonal growth</li><li>• Sponsorship</li><li>• Advocacy</li><li>• Counseling and listening</li><li>• Support and information</li><li>• Acceptance</li></ul>