

TIP SHEET: Risks and Benefits of Mentoring

From ***Get Mentored: A Practical Guide for Workers in Culture***
by **Doug Simpson and Drew Knape** (Cultural Careers Council, 1999).

Mentor Benefits

- Revitalized interest in work
- Professional assistance on new or interesting projects
- Enhanced managerial and interpersonal skills
- Exposure to new technologies and ways of doing things
- Enjoyment of unique relationship
- Improved self-esteem

Risks to Mentors

- Pressured into accepting mentoring responsibility
- Lack of time to fulfill commitment
- Insufficient skills or ability to share
- Protégé may outgrow or surpass mentor's expertise
- Huge effort without tangible reward

Protégé Benefits

- Better career mobility
- Improved professional network
- New experience and/or credentials
- Familiarization with organization, discipline or industry
- Enhanced job and career satisfaction
- Better performance in current capacity or position
- Renewed optimism and enthusiasm
- Positive change in life skills and habits
- Fresh perspective on personal goals and aspirations

Risks to Protégés

- Poor communication between mentor and employer
- Neglect of other professional responsibilities
- Huge commitment without realistic hope of advancement
- Mentor may take credit for protégé's work
- Non-performance by mentor
- Loss of collegiality with peers