

Why Serve as a Mentor or Mentee?

There are significant benefits for both the mentee and mentor. Benefits that have been documented in the literature include:

- Enhanced professional and psychosocial development
- Increased career satisfaction
- Lower levels of job stress
- Improved work life balance
- Higher job satisfaction
- Lower turnover rates
- Faster career advancement
- Succession planning

Mentoring may help with the following leadership issues:

- Manage through informal influence
- Cope with fear of obsolescence
- Manage role ambiguity
- Make decisions under increasing uncertainty
- Bring the best out of others
- Resolve conflicts
- Balance life and work priorities and improve time management
- Improve emotional intelligence
- Foster leadership in others
- Nurse leaders are increasingly surrounded by forces they cannot control
- The work demands are greater and so are the stresses
- It is a major challenge to be at our best under pressure
- Nurse leaders often cannot discuss personal issues openly with colleagues
- Nurse leaders are expected to know it all and it is assumed they do not need mentoring
- An outsider can provide an objective sounding board and reality check
- Rapidly growing complexity will make the leader's decisions harder to make not easier
- The pressure to achieve more from fewer people faster will mean more stress for all