

# WORKPLACE MENTOR SUPPORT SHEET 6: THE BENEFITS OF BEING A WORKPLACE MENTOR



The role of a workplace mentor is increasing in profile in today's competitive environment. While the benefits to the trainee of having a workplace mentor can be apparent – as outlined in *Workplace mentor support sheet 5: Reaping the benefits of trainee development* – the benefits for a workplace mentor are sometimes less obvious. However, mentoring is not just a means of developing your trainees but it is also a means of developing yourself.

## **BENEFITS TO YOUR EMPLOYER**

More and more employers are looking for individuals with the skills and expertise to create and manage effective and efficient teams. One of the key attributes of leading a successful team is the ability to motivate and encourage employees in order to maximise their performance in the workplace. As a workplace mentor, you will expand your expertise in this area, ranging from developing an awareness of behavioural styles – as explained in *Workplace mentor support sheet 4: Understanding behavioural styles* – to enhancing your communication and listening skills, and ultimately inspiring the best from the individuals in your team. These skills are highly desirable in any work environment. They could make you a more sought-after professional and may even enhance your prospects of career progression within your organisation.

## **BENEFITS TO YOU**

As a workplace mentor not only will you develop skills required by your employer but you will also gain lots of personal benefits, including:

- personal satisfaction – you can see the results of your input through the improved skills and performance of your trainee
- increased performance – having increased confidence in your employee's abilities will allow you to delegate tasks, giving you the opportunity to focus on more challenging responsibilities which in turn, will increase your own skills set
- new perspective – communicating effectively with your trainee will give you insight into

the operations of the team or department, leading to opportunities for reflection of your own role

- higher profile – as a workplace mentor you will set an example to colleagues around you, demonstrating your commitment to employee support and development and enhancing your reputation in the organisation.

## **CONTINUING PROFESSIONAL DEVELOPMENT**

Professionals are increasingly embracing continuing professional development (CPD) as a way of keeping their knowledge and skills up to date and demonstrating their ability in the marketplace. ACCA is aware of the many benefits of career-long learning, and requires all of its active members to undertake CPD. If you are an ACCA member, your activities as a workplace mentor may contribute to your CPD. This is because taking on the role of a workplace mentor can help you to develop new skills and maintain existing skills, as well as helping another individual to develop.

Ultimately, being a workplace mentor demonstrates to those around you that you are committed to learning and development – not only that of the trainees you are mentoring but also your own learning and development. This could help with your own promotion, recruiting high-calibre employees to your department, an improved working environment and increased workplace results. The relationship between workplace mentor and trainee benefits you, the trainee and your organisation.