



# The Benefits of Mentoring

Deborah Melkin (she/her)

# About Me

- » 25 years as a DBA
- » Mainly work with SQL Server
- » Mainly work with OLTP
- » Data Platform WIT co-leader
- » WITspiration cofounder
- » Redgate Community Ambassador
- » Microsoft MVP – Data Platform



# About Me

- » Mentor
- » Mentee



# What is Mentorship?

- » A helping relationship in which one person, usually more experienced or senior, takes time to assist the career, professional or personal development of someone else, who is known as a mentee, mentoree, or protégé



# What is Sponsorship?

- » Sponsors are typically workplace decision makers who can vouch for you and pull strings behind the scenes. Their endorsement can result in big career gains, like promotions, raises, or bonuses—or help you land the kinds of opportunities that lead to those larger milestones

<https://www.themuse.com/advice/sponsor-vs-mentor>







# Benefits

- » Skill Development
- » Creation of a Support System
- » Career Satisfaction
- » Work/Life Balance
- » Awareness of challenges that others face
- » Opening doors for underrepresented groups



# Obstacles

- » Time Commitment
- » Finding a mentor or sponsor
- » Lack of training, i.e. how do I mentor someone?
- » Lack of expertise or experience – perceived or real



# Tips for Success

- » Establish communication baselines
  - ◇ Meetings on a regular basis
    - ◇ In Person vs Virtual
  - ◇ Communication format
    - ◇ Email
    - ◇ Slack\Teams
    - ◇ Text





# Tips for Success

- » Establish timelines
  - ◇ How long are you going to meet for?
- » Set goals
  - ◇ What are you hoping to gain?
  - ◇ How can you tell if you met the goals?



# How to Find a Mentor

## » Ask

- ◇ Does your company have a formal or informal mentoring program?
- ◇ Is there an individual in your community who mentors?
  - ◇ Is there an individual in your community who has a career path that interests you?
- ◇ Are there programs for mentorship in the community?




# Happy Mentoring!

- » Email: [dgmelkin@gmail.com](mailto:dgmelkin@gmail.com)
- » Blog: [DebtheDBA.wordpress.com](https://debthedba.wordpress.com)
- » Socials: @dgmelkin (.bsky.social)  
(@dataplatfrom.social)
- » Github:  
<https://github.com/DebtheDBA>





# Resources

- » <https://artofmentoring.net/mentorship/>
  - » <https://www.themuse.com/advice/sponsor-vs-mentor>
  - » <https://www.mentorcliq.com/blog/mentoring-stats>
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# Resources

- » <https://www.forbes.com/councils/forbeshumanresourcescouncil/2024/04/23/how-mentorship-can-positively-impact-employee-well-being/>
  - » [New Stars of Data](#)
  - » [WITspiration](#)
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