

Mentor Benefits (What Mentors Gain from the Relationships)

Source: Ellen A. Ensher, PhD, compilation of research

Career Support	Personal/Emotional Support
Recognition as a developer of others	Rejuvenation
Recognition as a leader	Personal satisfaction
Reputation enhancement	Increase in knowledge, empathy, and skills relating to diverse groups
Increased influence and power	Greater collegiality
Expanded network	Friendship
Career satisfaction	Sense of pride and personal satisfaction
Career and job motivation	Support and confirmation
Improved management and leadership skills	Respect and empowerment
Improved job performance	Greater confidence
Job-related feedback	Interpersonal skill development
Assistance in doing job	Satisfaction in role as mentor
Insight into different roles or areas of the organization or profession	Transmission of knowledge, skills, and values
Challenge and stimulation	Excitement and inspiration
Visibility and exposure	Greater consciousness of what you are doing by teaching another

Courage Ritual Resources

- <http://www.ellenensher.com/courage-rituals-in-poetry-and-quotes/>
- <http://www.ellenensher.com/music-as-a-courage-ritual-to-overcome-fear-in-networking-connecting-with-a-mentor-network-group-and-doing-other-hard-stuff/>