



ANITA BORG INSTITUTE
FOR WOMEN AND TECHNOLOGY

Mentoring: Quick Research Facts

Mentoring as a tool to retain and advance technical women

Women and underrepresented minority employees are few in technical positions and are therefore less likely to have access to mentors and to networks of influence. Mentoring has been shown by research to be a significant predictor of advancement for women and minority employees and provide a multitude of benefits for protégés, mentors, and companies.

Benefits to the Mentee

- Increased professional network
- Higher job satisfaction
- Higher promotion rates
- Higher future income
- Increased work success

Benefits to the Mentor

- Increased organizational recognition from peers and superiors
- Establishment of base of support in the organization
- Greater understanding of issues facing employees
- Opportunity to test ideas and develop new ideas from gaining mentee's perspective
- Acquisition of new information

Benefits to the Company

- Increased retention rates
- Enhanced employee development
- Enhanced long-term talent management: mentees are significantly more likely to become mentors in turn
- Enhanced employee engagement
- Increased job satisfaction and organizational commitment
- In an analysis of 830 companies over 30 years, researchers found that while mentoring is not as popular as a diversity initiative as other practices, it had one of the strongest positive effects on the advancement of women and minorities.

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