

DOD Mentoring Resource Portal

MENTORING BENEFITS FOR NEW SUPERVISORS

Information for Supervisors Portfolio

MENTOR BENEFITS FOR NEW SUPERVISORS

Purpose:

To list the mentoring benefits New Supervisors will gain as they go through the mentoring process.

Audience:

New Supervisors

Common Terms

The following are common terms associated with the DOD Mentoring Resource Portal:

Mentor, also known as Advisor, is a trusted counselor or guide who is involved in the development and support of one who is less experienced.

New Supervisor, also known as New Supervisor or Learner, is the more junior person being mentored.

Mentoring Program Coordinator, also known as Mentoring Program Manager, is responsible for the overall management of the Mentoring Program.

Information Source Disclaimer

Most of the information on this mentoring resource was obtained from the following sources: [U.S. Navy Human Resources Officer Mentoring Program Guidebook – July 2013](#). [WHS Director of Administration and Management Enterprise Mentoring, Tools for Learners](#). All content is provided for informational purposes only.

1.0 MENTORING BENEFITS FOR NEW SUPERVISORS

Mentoring is a special partnership between two people based on commitment to the mentoring process, common goals and expectations, focus, mutual trust and respect. Both the Experienced Supervisor and the New Supervisor give and grow in the mentoring process. You, the New Supervisor, can learn valuable knowledge from the Experienced Supervisor's expertise and past mistakes. You can increase your competencies in specific areas. You can establish valuable connections with higher level employees. You, the New Supervisor will get many benefits from this experience. Here are just a few additional benefits you might consider:

- Having a caring ear to hear your triumphs as well as your frustrations. New Supervisors are provided a role model and a sounding board.
- Developing your skill as a “planner” - getting a sharper focus on what’s needed to grow professionally.
- Developing your skill as a “learner”- getting new ways to acquire new skills.
- Developing your skill as a “communicator” – improving your ability to express your expectations, goals, and concerns.
- Learning what it is like to be in a higher level position.
- Getting an advocate within the organization – increase visibility.
- Receiving knowledge about the “ins and outs” of the organization.
- Getting honest feedback.
- Mentoring builds confidence and encourages the individual to grow beyond the usual expectations.
- New Supervisors have a better understanding of the organization and what is required to succeed and advance.
- Mentoring allows for a smoother transition into a new role. A New Supervisor may join the supervisory ranks with unrealistic expectations and naïve illusions. An Experienced Supervisor Mentor can make this adjustment period easier through communication, understanding, and guidance.
- Studies indicate that Mentees report greater career satisfaction, and their performance and productivity ratings tend to be higher.

2.0 MENTORING DIFFICULTIES

Not everything is positive in Mentoring; it also carries some difficulties, for example:

- Takes time and energy away from other tasks
- Risks—Mentor may not succeed; New Supervisor may become dependent
- Supervisors/peers may feel alienated