

Why Workplace Mentorship?²

Taken from: Mentorship for Autistic Employees in the Workplace, created by ACT! Consulting

Organizations that provide mentors to professionals with a disability reported a 16% increase in profitability, 18% in productivity, and 12% in customer loyalty overall¹.

Table 1: Benefits of Mentoring

Benefits to Employers	Benefits to Mentees	Benefits to Mentors
Aids in new hire orientation or onboarding by helping new employees learn how the organization operates from experienced colleagues.	Helps new employees learn the ropes and navigate the terrain by having a guide who can explain the unwritten rules and how to maneuver through office politics and personalities.	Provides opportunities to pass on knowledge, demonstrate how to accomplish tasks and help someone else accomplish their goals.
Increases organizational performance and productivity by supporting employees' continuous learning and skills development, stimulating creative thinking and problem solving and fostering positive relationships among professionals at various levels.	Provides valuable support and a sounding board as employees adjust to new or changing responsibilities and expectations.	Provides personal fulfillment through nurturing professional growth in coworkers who demonstrate potential.
Improves an organization's ability to effectively serve diverse customers by increasing employees' cultural competence through mentoring partnerships with diverse colleagues.	Helps employees develop self-confidence, master new skills, solve problems, manage stress and overcome obstacles as they learn and grow in their professional role.	Deepens understanding of different perspectives by requiring mentors to view things from their mentees' positions.
Increases employee retention by providing employees with support and professional growth opportunities that lead to increased job satisfaction.	Assists employees to self-assess, set improvement goals and develop skills and knowledge needed to achieve maximum outcomes.	Presents opportunities to practice interpersonal skills critical to effective leadership such as listening, coaching and trust building.
Aids in succession planning by ensuring institutional knowledge transfer.	Helps employees preparing to advance to explore and decide upon a career direction, reevaluate strengths and professional development needs and pursue new opportunities.	Offers opportunities to be recognized, valued and appreciated for the knowledge, experience and guidance they contribute to others.

Figure 1: A three-columned table titled “Benefits of Mentoring”. Each column represents the benefits of mentorship to different stakeholders, the employer, the mentees, and the mentors.

1. *Creating support for neurodiversity in the workplace.* (2022, January 18). Deloitte Insights. <https://www2.deloitte.com/us/en/insights/topics/talent/neurodiversity-in-the-workplace.html>
2. Employer Assistance & Resource Network on Disability Inclusion. (2020). Publication - Workplace Mentoring Playbook. AsKEARN | Publication - Workplace Mentoring Playbook. Retrieved December 20, 2022, from <https://askearn.org/publication/workplace-mentoring-playbook>