



Paying It Forward Pays Back - 25,000 reasons to mentor others

By Ann Rolfe

Giving makes you feel good, no doubt about it.

Studies, using fMRI brain scans have shown that the parts of the brain that light up when you receive money burn even brighter when you donate money. Giving a gift, volunteering or spending time developing another person makes you feel good. But are there tangible benefits when you mentor someone?

The research says yes.

McKinsey & Company found that the single best predictor of team effectiveness was the amount of assistance their members gave each other and if you want to have a high performing team, investing in coaching, teaching and helping them is the way to go.

Gallup's studies show that you feel stronger, more energetic and motivated after you assist and make a difference to others and they point out a link between altruism and longevity.

Then there's the Catalyst report that found that amongst other tangible benefits of mentoring, high potentials (people with MBAs employed in management roles) in their study who developed others earned \$25,075 more in 2008-2010 and enjoyed greater career growth.

So if you want a culture that:

- enables people to solve problems;
- gets work done faster;
- transfers knowledge and expertise to new employees;
- reduces poor performance due to overload;
- ensures customers feel their needs are your top priority; and
- rewards people who develop others,

better get mentoring!

References

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