

From: Steve Thompson Coaching steve@stevethompsoncoaching.com
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To: Steve Thompson steve.thompson110@comcast.net

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The "Different Perspectives" Newsletter

It can be fun to step back and look at the world from a different angle. Here, we step back and look at commonly used words in business and life, ask a provocative question, and see what others are doing differently by applying a different lens on life. I hope you enjoy "Different Perspectives" and that you begin to step back when needed and observing what else is possible.

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November 18, 2024

Word Choices

Mentoring - verb: /'men,tôr, 'men(t)ər/ Def - to advise or train, especially with a younger colleague. Noun: Def - a wise, trusted, influential counselor or teacher

Mentoring is the new, or maybe by now an old idea that is being requested and/or expected in the workplace by new graduates and those new to the workplace. Gone are the days, thanks to Covid, of hanging out in the kitchen or by the water fountain to share knowledge, tips, ideas, and suggestions. That may be why it has become such a prevalent ask in business. Our universities and graduate programs are focusing more on graduating candidates and teaching to the board exams

rather than preparing the students for the work world.

The issue that everyone should consider, whether you are a business leader or a new addition to the workforce, is to be clear on what the mentoring program is and what you want to get out of it. There is a difference between an onboarding program, a training program, and a mentoring program. Onboarding happens in the first week or two of employment and it is meant to get the new employee enrolled and up to speed on their new job. Training programs are focused on educating the new employee on techniques, processes, SOPs, and rules for operating so they are successful. Mentoring is about growing, developing, and nurturing a new employee to help them be the best they can be.

Clarity can reduce confusion, frustration, and low staff morale. How can you help someone develop into the next great you? How do you, as a new part of the workforce, become the best you can be in this moment?

Question of the Week

When thinking about mentoring, a couple of questions come to mind and they depend on who is asking.

- For the employer, “What can I offer to a new team member and where do I want them to be in X months/years?”
- For the employee, “What specifically do I want from a mentor? What does mentoring mean to me?”

Did You Know?

Here are some statistics to chew on. If you think a mentoring program is too much work

- 100% of Fortune 50 companies offer mentoring programs
 - 84% of Fortune 500 companies offer mentoring programs. So the best of the best are doing it.
 - Companies that have mentoring programs have an average of 18% higher profits vs those that didn't have mentoring programs have 45% WORSE profits when comparing similar companies.
 - 40% of employees who don't have a mentor are considering leaving their jobs
 - 90% of employees who have a mentor report being happy with their company and job
 - 94% of employees stated that they would consider staying longer at their job if they had growth and development opportunities.
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For the Road...

If you are struggling with something at work, your team, or even the direction of your company, coaching can be a valuable addition to your professional life. Coaching is about helping you navigate the now toward the future by working on your mindset, your vision, and your plan. If you fail to plan, plan to fail.

If you want more information on coaching, sign up for a free consultation [here](#). Start on your journey to your best self and workday!





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