

Measuring the Outcomes of CRIEC's Mentorship Strategy

Leah Hamilton

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Collaborators



- ▶ Bailey McCafferty
- ▶ Victoria Esses
- ▶ CRIEC



Importance of Mentoring

- ▶ Evidence suggests that mentorship programs result in positive outcomes (Eby et al., 2008)
- ▶ **Benefits for Mentees:** (Allen, Eby, Poteet, Lentz, & Lima, 2004; Chao, Walz, & Gardner, 1992)
 - ▶ Feeling motivated to seek out new opportunities, engaging in effective goal setting, and staying on target (Eby et al., 2008)
- ▶ **Benefits for Mentors:** (Allen et al., 1997; Eby & Lockwood, 2005; Ragins & Scandura, 1999)
 - ▶ Gaining fulfilment from seeing a mentee succeed, enhanced leadership skills, new support networks, and developing a meaningful personal relationship



Research Question

- ▶ What outcomes do mentees and mentors experience as a result of participating in CRIEC's Mentorship Program?
- ▶ More specifically, what benefits do mentees and mentors experience in the following three broad categories:
 - ▶ **Professional benefits**
 - ▶ **Psychosocial benefits**
 - ▶ **Intercultural understanding**



Surveys

- ▶ Participants were invited to complete an online survey pre-mentoring and post-mentoring.
- ▶ Mentees:
 - ▶ 67 mentees completed the post-mentoring survey
 - ▶ 43 mentees completed both the pre-mentoring and post-mentoring surveys
- ▶ Mentors:
 - ▶ 48 mentors completed the post-mentoring survey
 - ▶ 21 mentors completed both the pre-mentoring and post-mentoring surveys
- ▶ The mentees and mentors worked in diverse industries such as oil and gas, accounting, real estate, legal, government, and banking. Their ages ranged from 26-49 and there was a roughly equal number of men and women.



Outcomes for Mentees

Introduction

Surveys

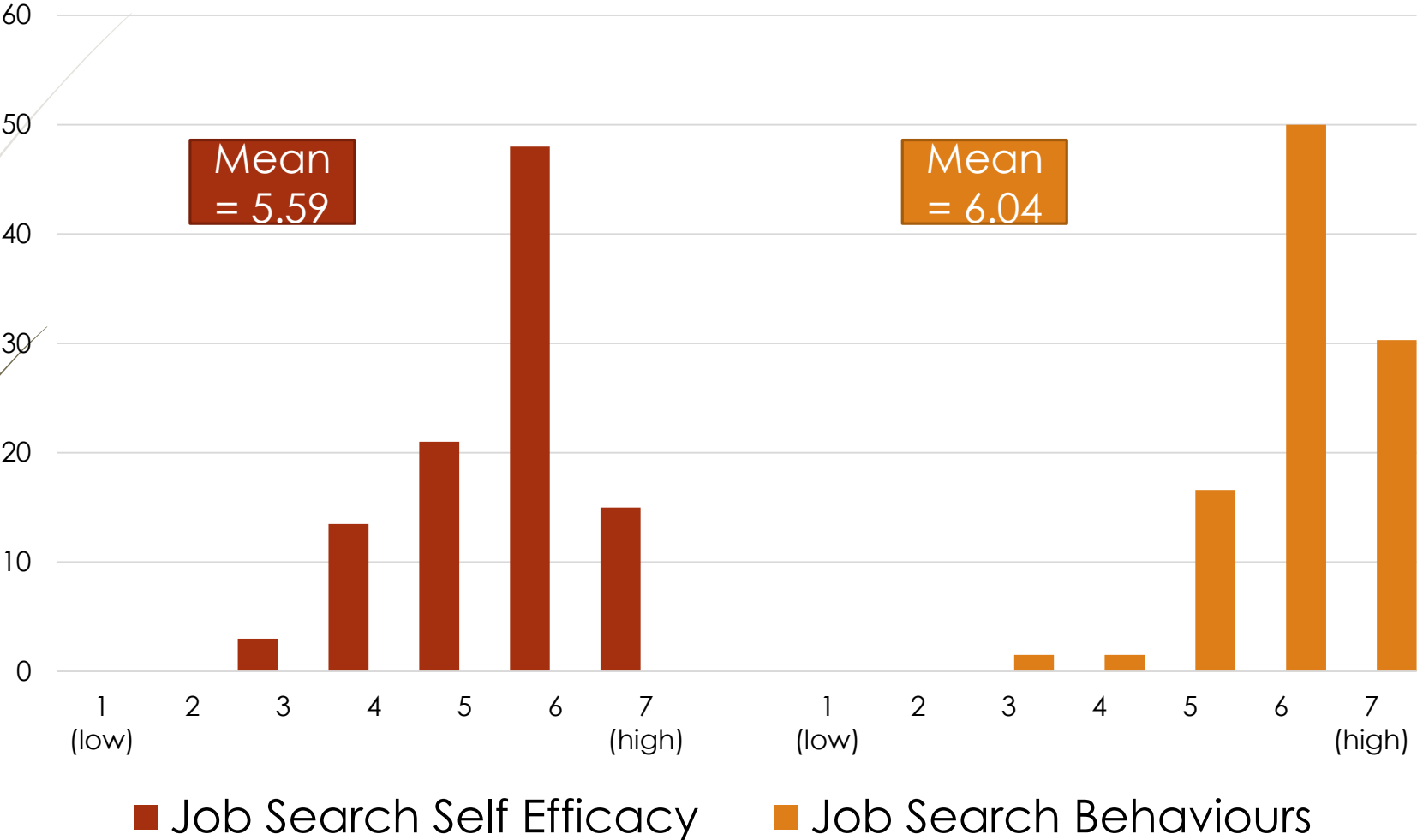
Results

Focus Groups

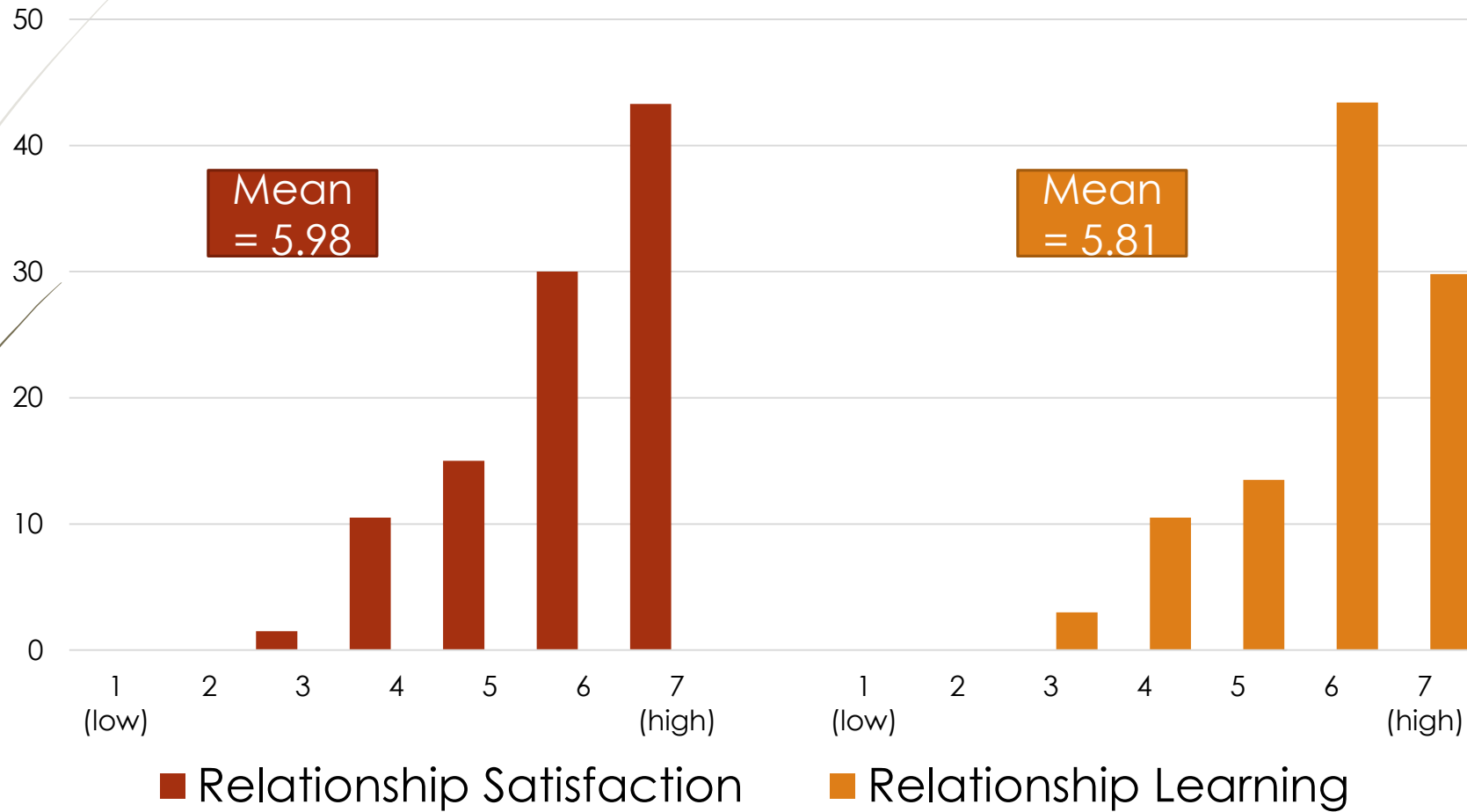
Results

Discussion

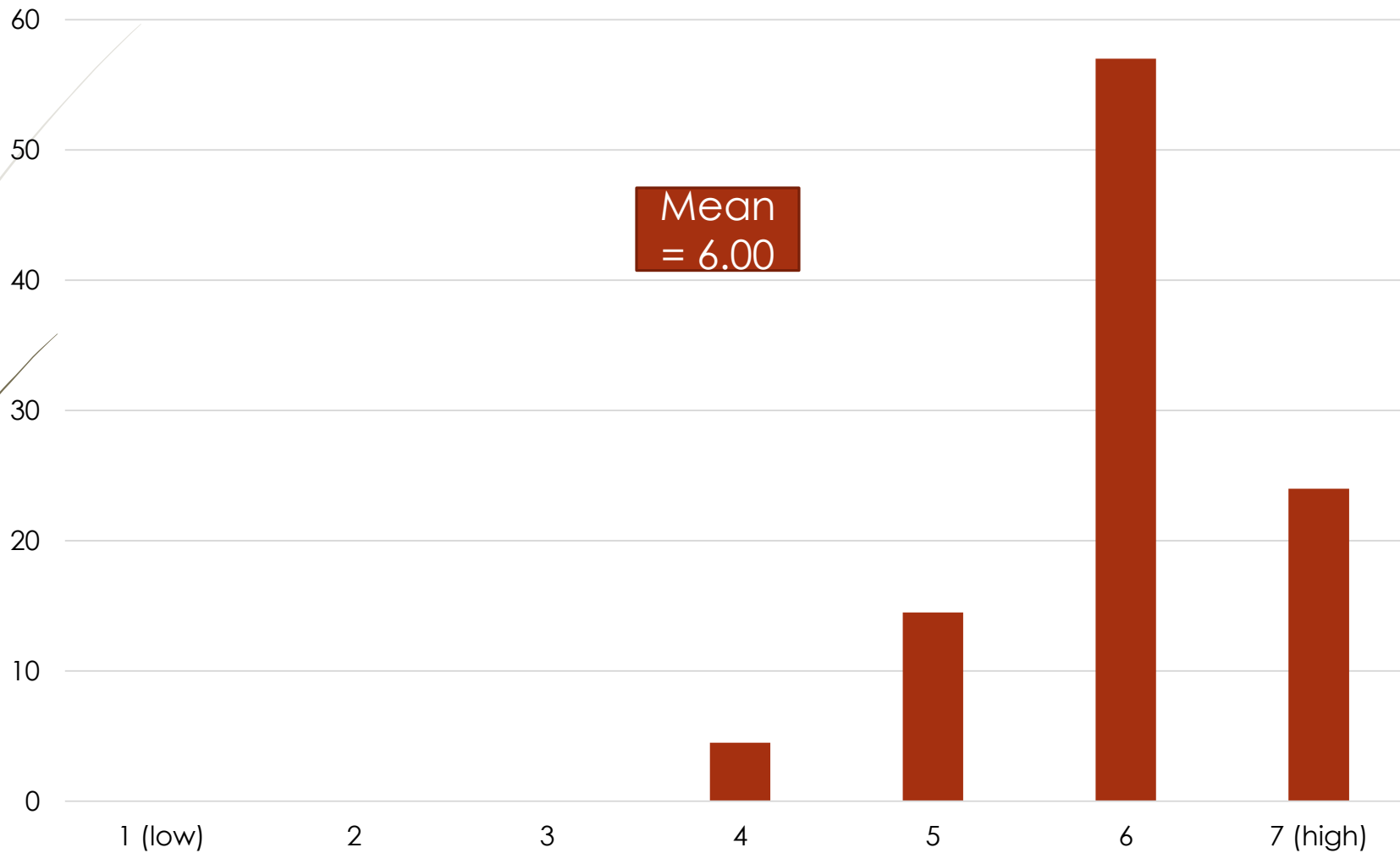
Professional Benefits



Psychosocial Benefits



Intercultural Understanding



Introduction

Surveys

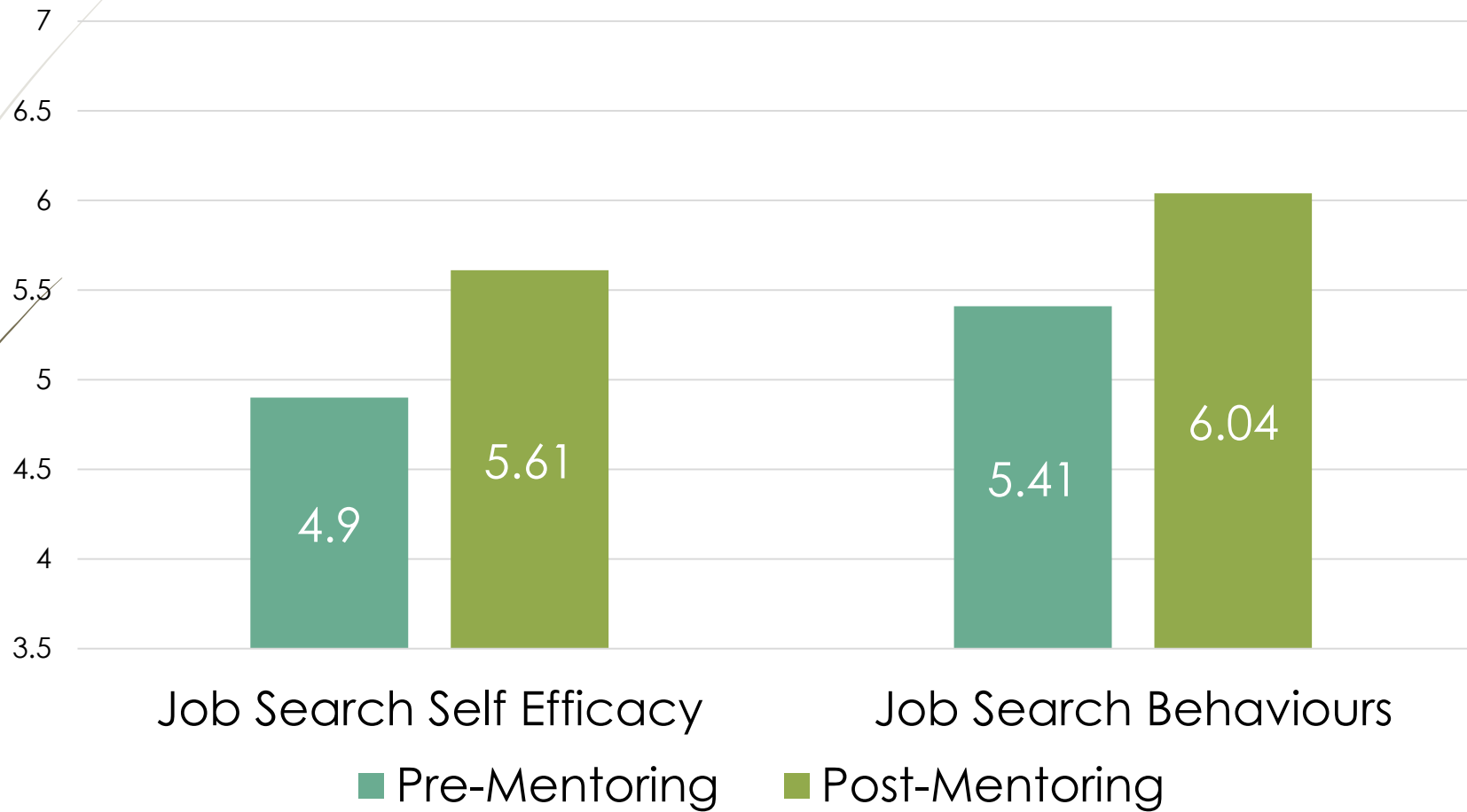
Results

Focus Groups

Results

Discussion

Professional Benefits Across the Mentoring Relationship





Outcomes for Mentors

Introduction

Surveys

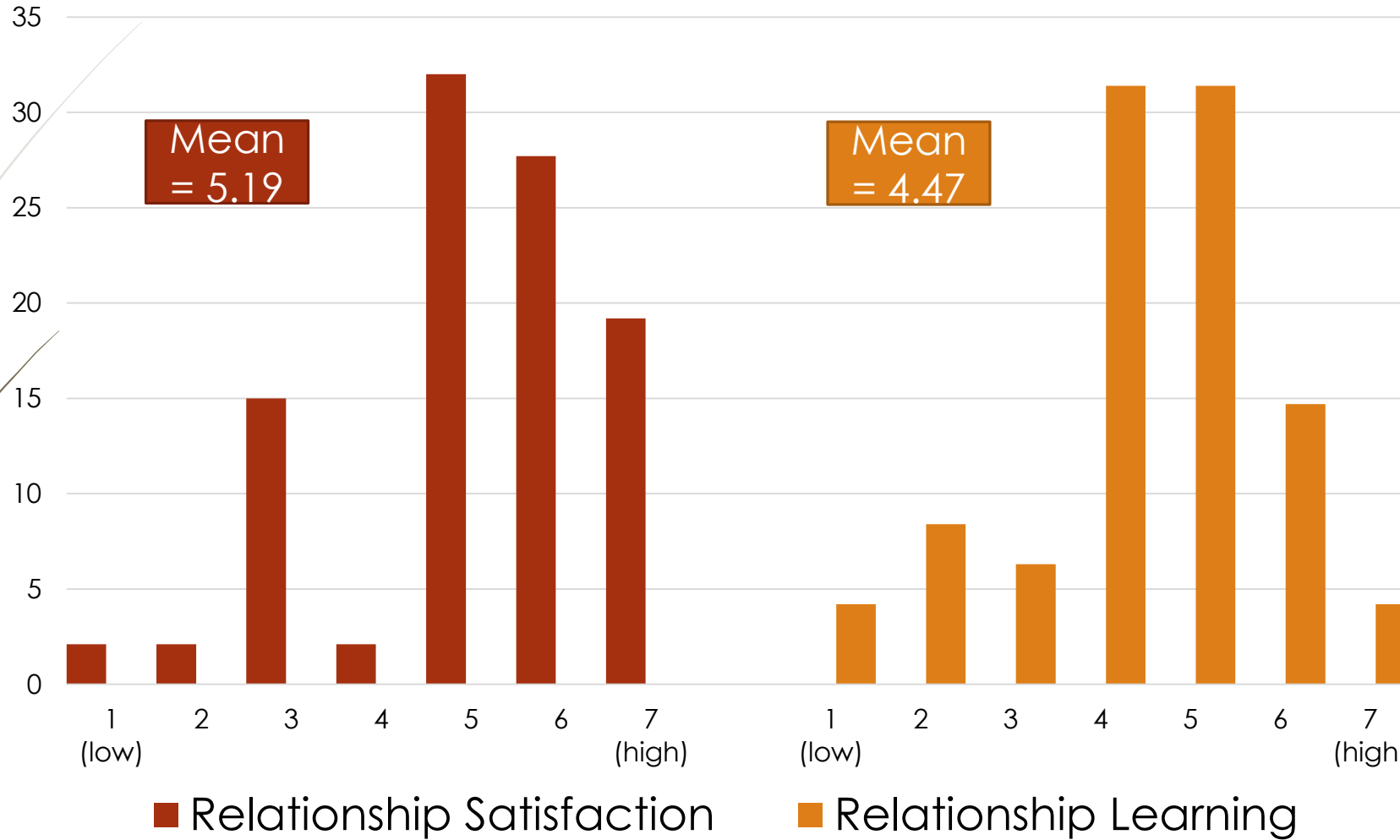
Results

Focus Groups

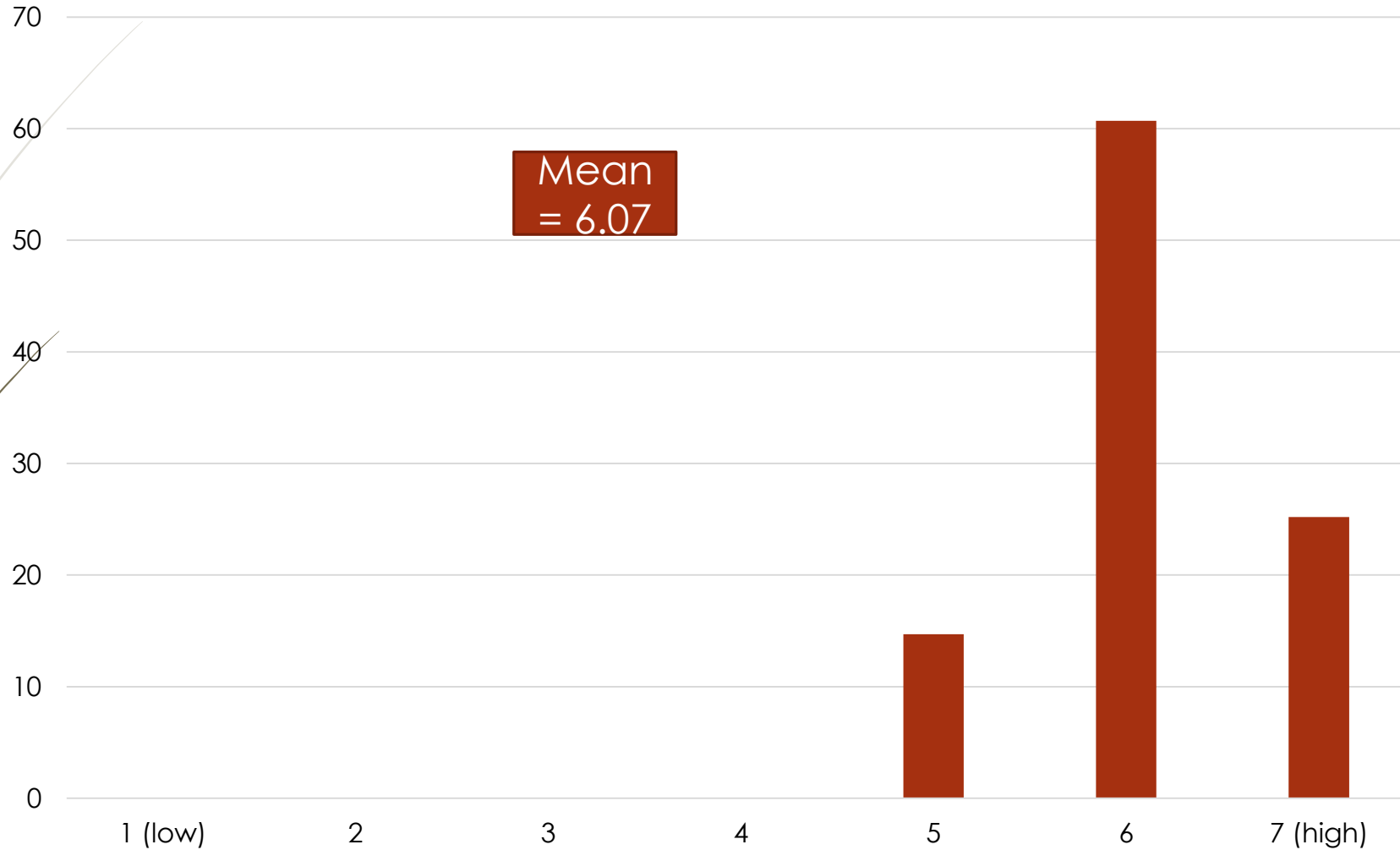
Results

Discussion

Psychosocial Benefits



Intercultural Understanding



Introduction

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Intercultural Understanding Across the Mentoring Relationship





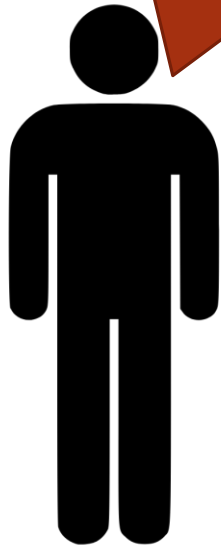
Focus Groups



- Individuals who completed their mentorship experience were invited to participate in a one-hour focus group
- **Mentors (2 focus groups)**
 - 14 participants (60% men, 40% women)
 - Diverse industries and job titles
 - All had a minimum of a Master's degree
- **Mentees (2 focus groups)**
 - 20 participants (70% men, 30% women)
 - Diverse employment goals; 55% were currently employed

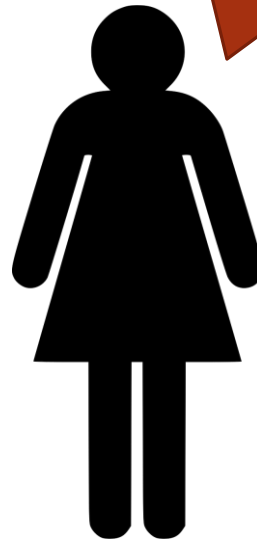
Outcomes for Mentees

"Take the opportunity to go out and meet people. There is no point sitting at home if I am not working because, like they say, your network determines your net worth."



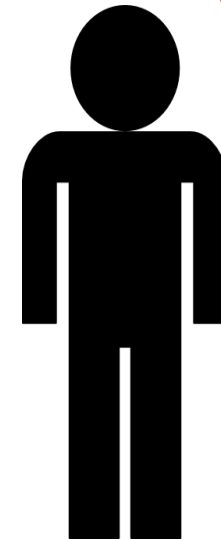
Professional

"Now I am starting to work with my mentor and he just makes me feel more comfortable again, more confident."



Psychosocial

"(I learned) what kind of language is acceptable and what kind of behaviors are acceptable in [Canadian] society."



Intercultural Understanding

Introduction

Surveys

Results

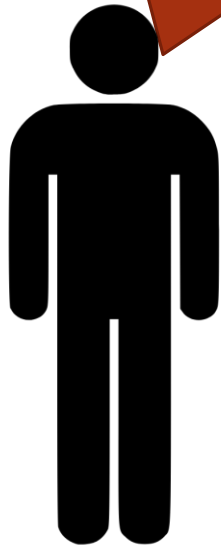
Focus Groups

Results

Discussion

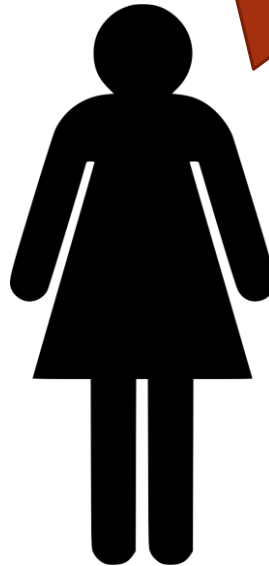
Outcomes for Mentors

"When I first started, my mindset was that I'm going to do this because I want to help others, but then I soon realized it's a two-way [benefit], the networking, improving my listening skills, my communication skills, leadership development."



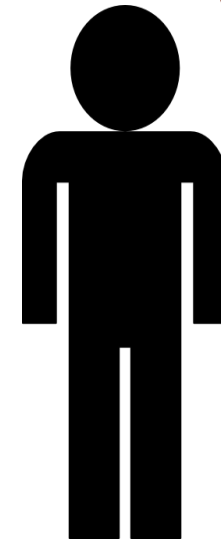
Professional

"I was shy, can you believe it? And now I am sitting here, but [mentoring] sort of just gets you out. That was my motivation... to work on my confidence and [be] able to speak in front of people."



Psychosocial

"I think for me it was having a better understanding of other cultures and how they do business."



Intercultural Understanding

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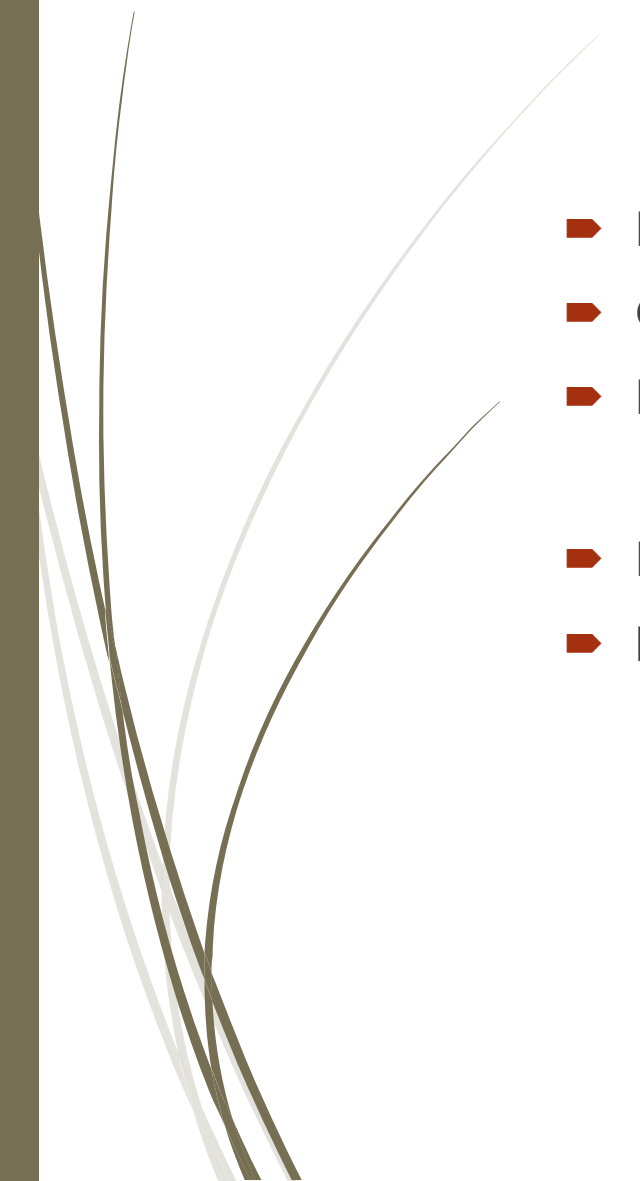


Summary

- ▶ Both the survey and focus group results demonstrated positive outcomes for mentors and mentees including:
 - ▶ Professional
 - ▶ Psychosocial
 - ▶ Intercultural understanding
- ▶ The impact of mentorship extends far beyond the job search process
- ▶ Mentorship is incredibly powerful
 - ▶ It has a meaningful impact on the lives of mentees and mentors alike



How will CRIEC use this information?

- ▶ Hosted community event called the Power of Mentoring
 - ▶ Confirms many things they've heard anecdotally
 - ▶ Helps in creation of formal outcome framework
 - ▶ Integrated the themes into the creation of outcome statements
 - ▶ Next step = in-dept interviews
 - ▶ Included on reports to funders
 - ▶ Value of arms-length outcome evaluation
- 



Acknowledgments



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SSHRC  CRSH



Contact Information

Leah Hamilton

lhamilton@mtroyal.ca



@Hamilton_Leah