



MADE SAFE NL

Importance of Mentoring

No one has all of the answers.

There is always going to be times when we need help from someone else, regardless of our experience level. It is important to feel comfortable asking for help when you need it, or mentoring others when they need assistance.

While there are plenty of formal definitions of a mentor, really, they are someone who you are able to seek guidance or expertise from. They are someone who has a lot of experience with a certain task or job and are willing to help younger or less experienced coworkers.

There are a lot of benefits from having a mentor at work:

Less job stress - Understanding your role within the organization from someone who has went through some of the same experiences can help to reduce the stress of a job. Many times our friends or family may not understand the stressors and issues we deal with at work so having a relationship someone who understands the issues that your position can create can be very helpful.

Less injuries and incidents - Obviously when people with less experience are trained better and are given guidance there is less chance for injury. Experienced staff have to be willing to step up and talk to our more inexperienced colleagues.

More efficiency - Production goes up when a new hire understands how to properly do their tasks. Experienced individuals have learned many valuable tips and tricks over the years that can be helpful for new hires.

Improved morale - When everyone helps each other out, it is a more enjoyable place to work.

Everyone can learn from each other in different ways.

We all add valuable insights when it comes to improving the health and safety of the organization.

And everybody wins when we are able to work safely together.

Source: Adapted from <https://www.safetytalkideas.com/safetytalks/importance-mentoring/>