



Mentorship as Strategy




Using Mentorship to Improve to Retention & Encourage Growth



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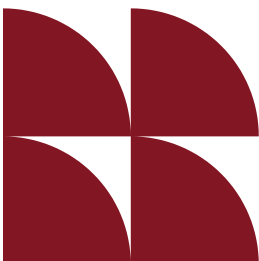
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Table of Contents



- 4 Message from the CEO
- 5 About QCS
- 6 The Value of Mentorship
- 7 5 Mentorship Themes
- 13 Theory to Practice:
Using the 5 Themes
- 15 Next Steps





Message from the CEO



Photo Credit: Ron Hall



Dear Colleagues:

Investing in the workforce matters. Employees are increasingly willing to embrace new opportunities, and leaders need to be proactive to improve retention.

Mentorship is an overlooked opportunity to reduce employee turnover. Mentorship offers insights into what is important to employees. It also creates pathways for professional development and facilitates networking.

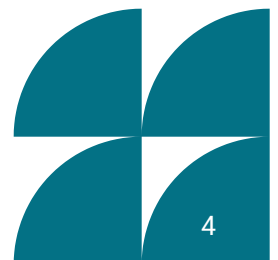
Equally important, mentorship works at all stages of the career cycle. The need for growth never declines, and mentorship can support employees at various stages of professional life.

In this publication, QCS describes 5 mentorship themes that improve retention and encourage growth throughout the career cycle. We'd love to hear how these strategies work for you. Drop us an email or contact us through social media to share your story!

Regards,

Beth M. Laux, EdD
PRESIDENT & CEO

 **Quest Cultural Solutions**





ABOUT QCS

An experienced educator and public servant, Dr. Beth Laux saw a growing number of organizations struggle to meet the demands of their work. Economic disruption, staffing shortages, and increased expectations created burnout and limited resources. To address this issue, Dr. Laux founded Quest Cultural Solutions (QCS).

With 20+ years of experience, QCS helps educators, government agencies, and businesses meet increasing demands through innovative, customized support. We empower our partners to meet critical needs, manage routine operations, and achieve goals.

QCS is a proud woman-owned business. With a steadfast commitment to diversity, we work hard to lift economies and communities.

TEMPORARY STAFFING

QCS offers temporary staffing to support your immediate needs.

PROJECT MANAGEMENT

Our project teams help you balance routine tasks & one-time projects.

RESEARCH & EVALUATION

QCS researchers identify patterns, evaluate needs, and assess the impact of your work.

CUSTOM TRAINING

Our workforce training programs help you develop new skills and update knowledge.

CULTURAL EXPERTISE

From launching programs to managing conflict, we help you succeed across cultures.

CONSULTING

With decades of experience, QCS consultants help you solve problems & leverage opportunities.

PUBLICATIONS

QCS publications help you apply cutting-edge research to your work.





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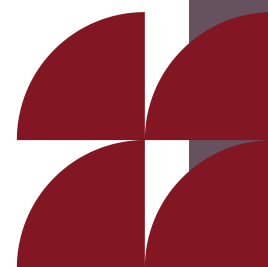
The Value of Mentorship

Employee retention continues to challenge organizations, institutions, and businesses. In a competitive job market, employees are increasingly willing to embrace new opportunities, and leaders need proactive strategies to retain valuable team members.

But finding effective retention strategies is difficult. As employees gain experience, their interests change. As a result, organizations often struggle to retain employees at different stages of the career cycle.

One commonly overlooked strategy is mentorship. At its core, mentorship is a structured dialogue between an experienced advisor and an individual seeking growth, development, and reflection. Through a series of discussions, the mentor provides direction and guidance to the mentee.

At its best, mentorship results in new perspectives and higher levels of engagement. Equally important, by focusing on 5 mentorship themes, leaders can use mentorship programs to meet employees' needs, add value to their work, and reduce turnover in the workplace.





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Mentorship Themes Across the Career Spectrum

MENTORSHIP THEMES

02 | PATHWAYS & MAPPING

Goal Setting &
Persistence vs. Transition

04 | PRIORITIZATION

Work-Life Balance &
Professional Tensions



01 | INDUSTRY SKILLS

Industry-specific Skills &
Professionalism



03 | RELATIONSHIPS

Professional &
Personal Connections



05 | LEGACY DEVELOPMENT

Career &
Individual Contributions

Theme 1: Industry Skills



Good mentorship programs help participants develop industry-specific skills and professionalism. **Industry-specific skills** are defined as the knowledge and capabilities needed to succeed in a profession or field. Mentorship activities focused on this theme often help participants build capacity and expertise in a particular area of expertise.

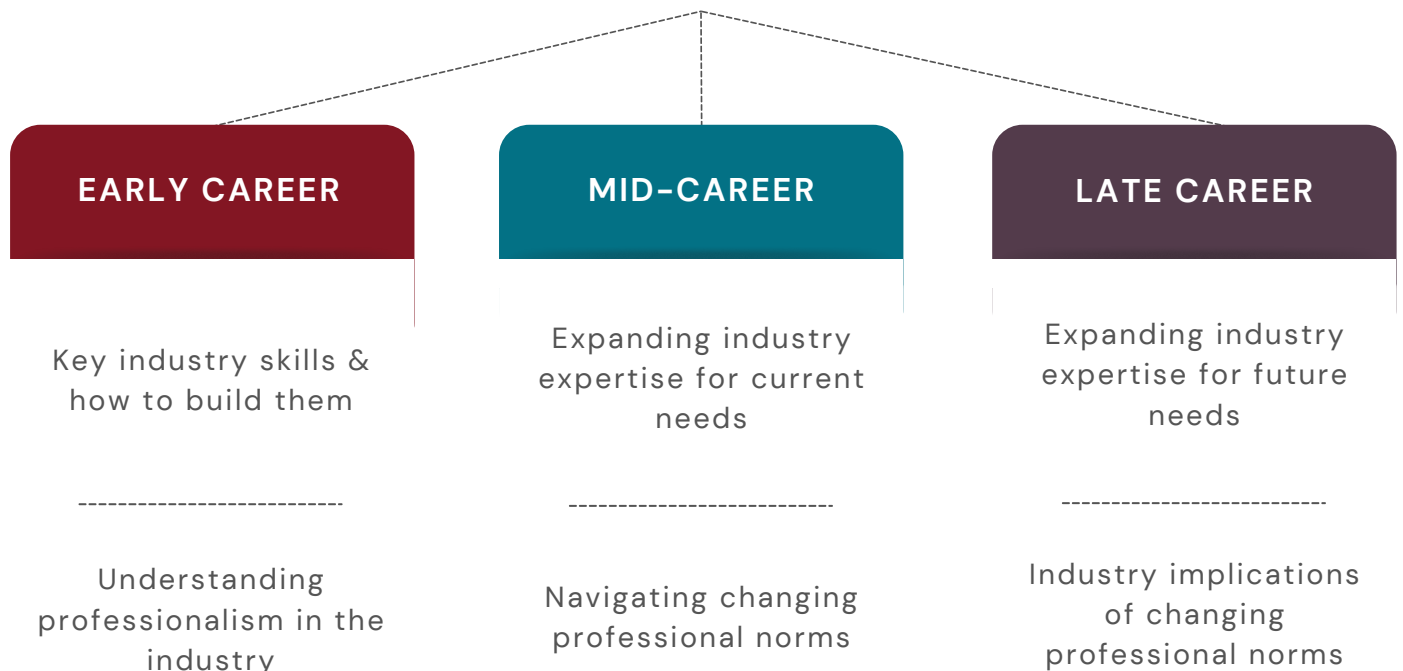
Professionalism is defined as the commonly accepted norms, traditions, and etiquette that guide interactions within an industry. Supporting professionalism through mentorship takes many forms, but common activities include discussing industry culture, standards, and taboos.

The chart below highlights mentorship themes that focus on industry skills. Suggested discussion topics are provided for early, mid-, and late career mentees.



INDUSTRY-SPECIFIC SKILLS & PROFESSIONALISM

Industry Skills



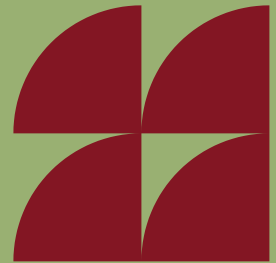
Theme 2: Pathways & Mapping



Effective mentorship helps employees set goals and develop a vision for the future. This often occurs through goal-setting and persistence. **Goal-setting** is the process of creating clear, measurable milestones that describe future aspirations. This generates a "map" that guides the mentee's development.

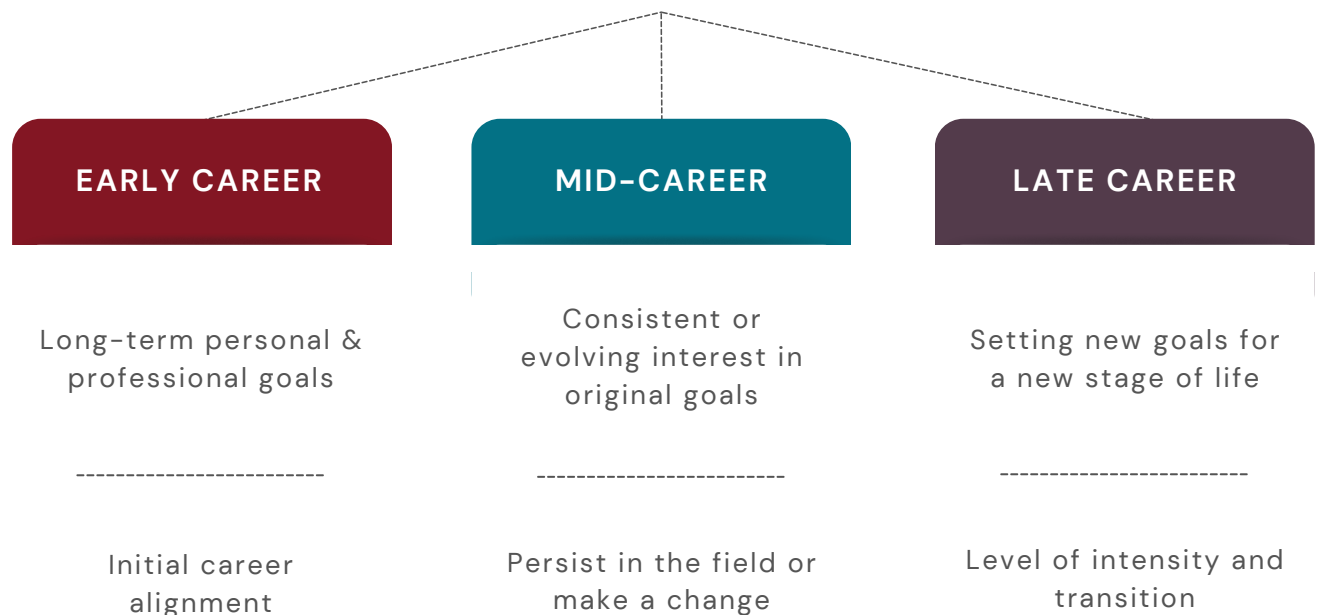
Persistence is the ability or willingness to continue in a specific career path. Mentorship sessions exploring this theme enable mentees to decide whether or not a particular industry is a "good fit" for them.

The chart below highlights common mentorship themes that focus on pathways and mapping. Recommended discussion topics are provided for different stages of the career spectrum.



GOAL-SETTING & PERSISTENCE VS. TRANSITION

Pathways & Mapping



Theme 3: Relationships



At all stages of the career cycle, employees have to navigate relationships. Good mentorship programs help participants understand, leverage, and nurture personal and professional relationships across contexts.

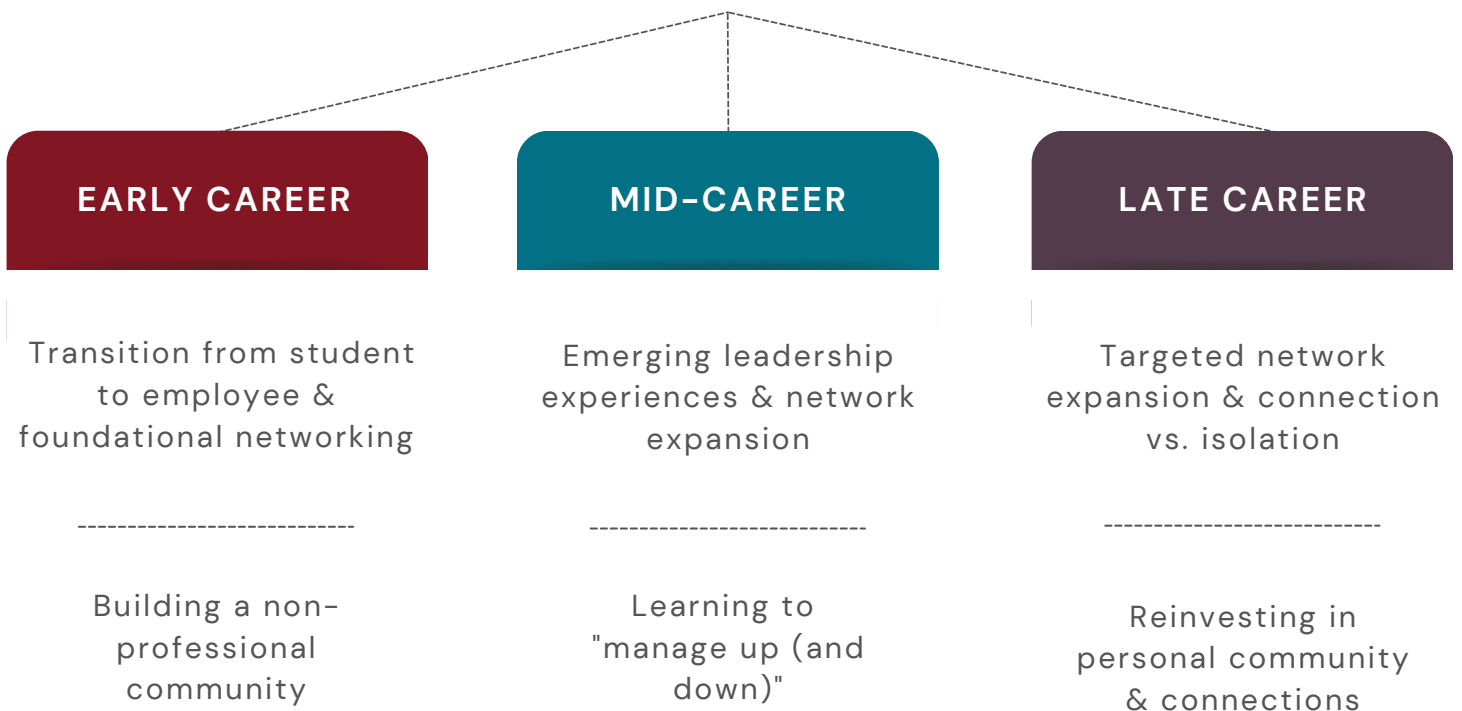
Mentorship activities focused on relationships explore professional transitions and enhance management capacity. They also help participants expand their networks and build new communities.

The chart below highlights mentorship topics that focus on relationships. To support mentors, suggested prompts are provided for early, mid-, and late career discussions.



PROFESSIONAL & PERSONAL

Relationships



Theme 4: Prioritization



Competing demands constantly challenge employees, but good mentorship programs help participants balance personal and professional priorities.

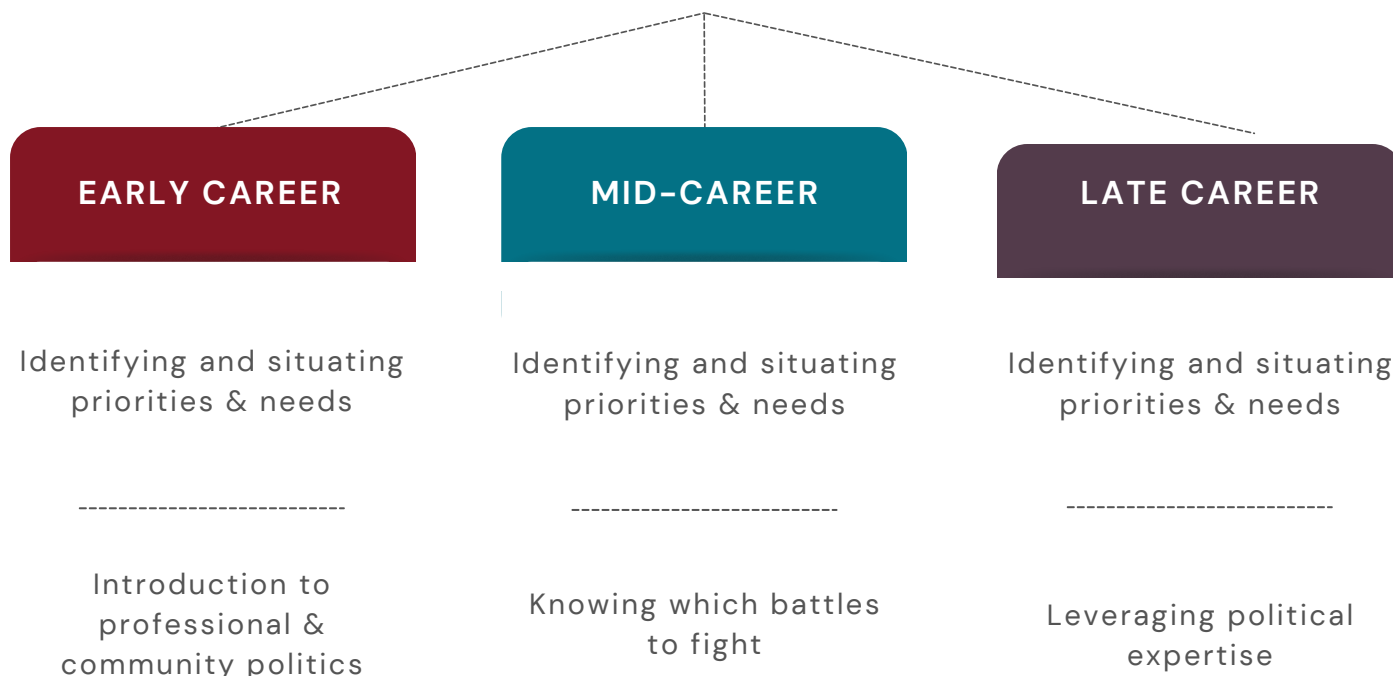
Supporting work-life balance is vital in a 21st century workforce. Mentorship activities focused on prioritization help participants decide how to invest their time and situate demands within the big picture. They also provide a safe space for discussing professional tensions such as workplace politics.

The chart below highlights mentorship themes that focus on prioritization. Recommended discussion topics are provided for different career stages.



WORK-LIFE BALANCE & PROFESSIONAL TENSIONS

Prioritization



Theme 5: Legacy Development



Every employee wants to leave a legacy. Mentorship helps employees build personal and career legacies by asking 3 key questions.

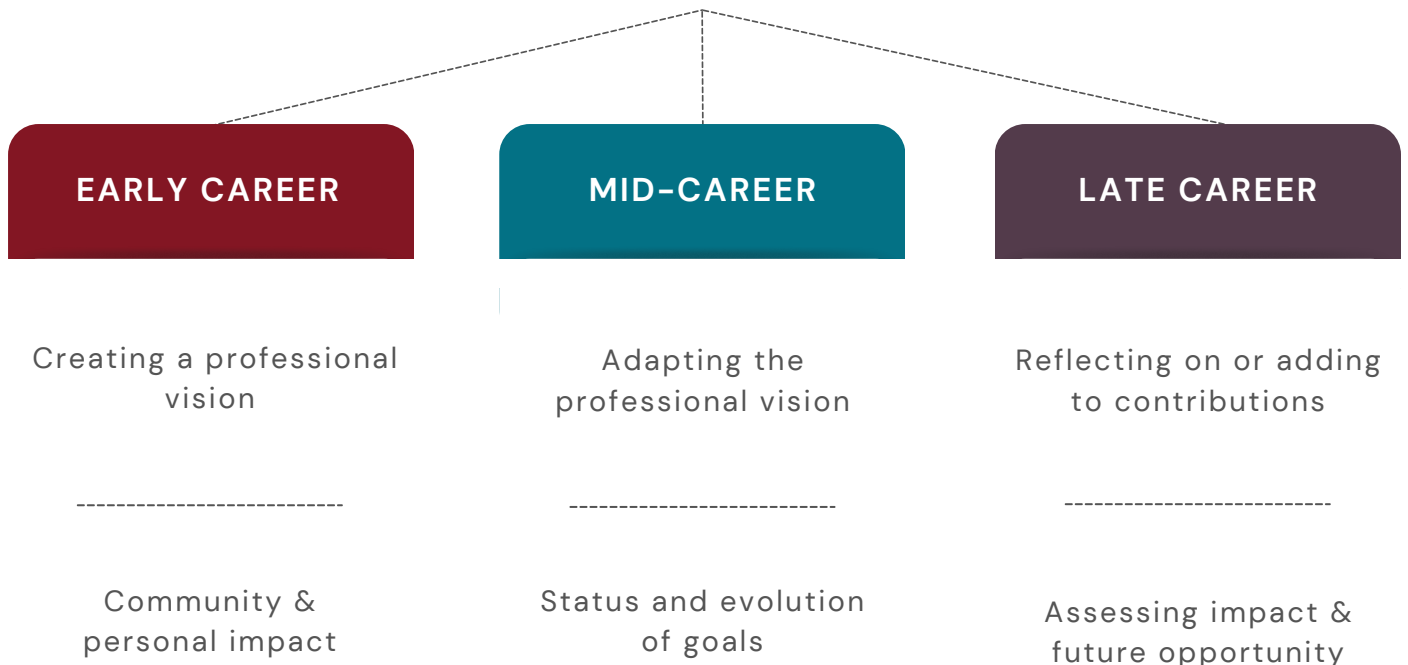
1. What impact do I want to make?
2. What does that look like?
3. How does that vision change over time?

Through brainstorming, reflection, and dialogue, mentorship inspires employees to reinvest in their work. This enriches mentees' career, families, and communities. The chart below highlights mentorship topics that focus on relationships. Recommended discussion prompts are provided.



CAREER & INDIVIDUAL

Legacy Development





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Theory to Practice

Employee retention continues to challenge employers, but mentorship offers a pathway to success. By emphasizing 5 themes, leaders can use mentorship programs to support employees, foster growth, and improve retention. The five themes include:

INDUSTRY SKILLS

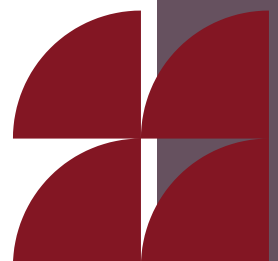
PATHWAYS & MAPPING

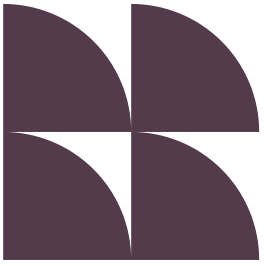
RELATIONSHIPS

PRIORITIZATION

LEGACY DEVELOPMENT

To effectively put these concepts into practice, leaders must be intentional. Consider 6 key questions to start the process.





Theory to Practice

6 Key Questions



Want to use the five mentorship themes in your organization? Here are 6 key questions to get you started!

Which mentorship themes are most important to my organization & employees?

How do I get organizational support for a mentorship program?

Who are the mentors? Do they need training or resources to succeed?

Who are the mentees? Do they need support to participate?

How can I reward participation for both mentors and mentees?

How will I measure the impact of these strategies in my organization?



Next Steps

Are you ready to get started? QCS can help you develop a mentorship program that meets your needs.

With 20+ years of experience, our core services include:

- Temporary Staffing
- Project Management
- Workforce Training
- Research & Evaluation
- Cultural Expertise
- Consulting
- Publications

Discounts and flexible service packages are available. Contact us to discuss options or services.



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Our DEI Commitment

QCS works hard to support diversity, equity, and inclusion. Our goals include promoting **income equality for women**, creating a **diverse workforce**, and **expanding access** to QCS services. [Learn more](#) about our DEI commitment.



Connect with QCS today!



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