

Connecting International Talent with Local Champions: An Examination of the Outcomes of CRIEC’s Mentorship Strategy

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The goal of this research was to determine what outcomes mentees and mentors experience as a result of participating in the Calgary Region Employment Council’s Mentorship Program. Specifically, we examined outcomes in the following three domains: 1) professional benefits 2) psychosocial benefits and 3) increased intercultural understanding.

Surveys

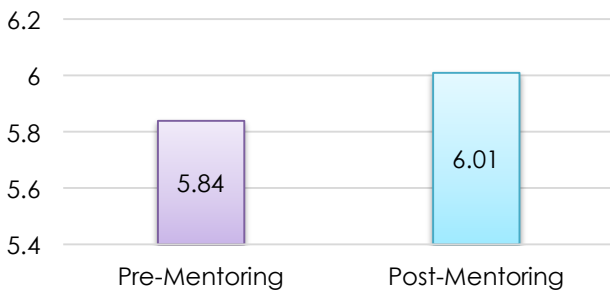


Participants were invited to complete an online survey pre-mentoring and post-mentoring.

Mentor Results: Change Over Time

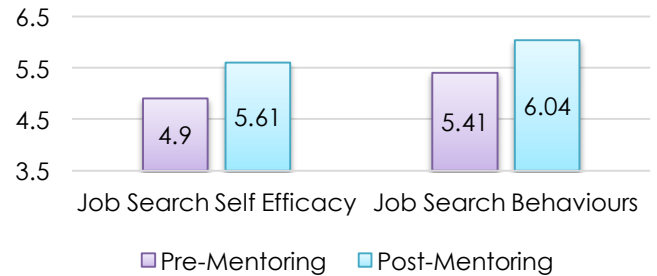
Mentee Results: Change Over Time

Intercultural Understanding Across the Mentoring Relationship



The increase was statistically significant ($p < .05$)

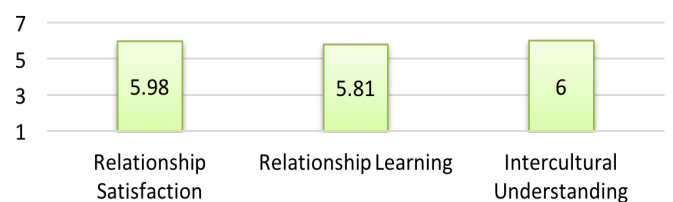
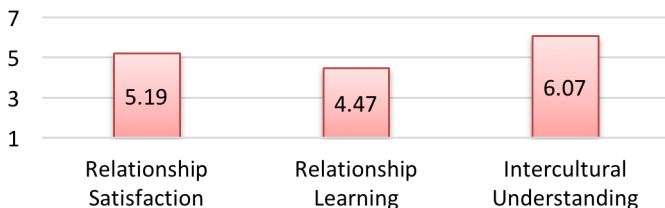
Professional Benefits Across the Mentoring Relationship



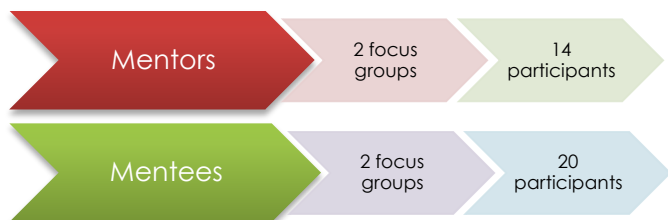
The increase was statistically significant ($p < .05$)

Mentor Results: Post-Mentoring

Mentee Results: Post-Mentoring



Focus Groups



Individuals who had completed their partnerships were invited to participate in a one-hour focus group.

Mentor Results: Change Over Time

Intercultural Understanding

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

Psychosocial

- "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."

Professional

- "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."

Mentee Results: Change Over Time

Intercultural Understanding

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

Psychosocial

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

Professional

- "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."

Implications

- Both the survey and focus group results reflect positive outcomes for mentors and mentees, including:
 - Psychosocial (e.g. increased confidence, sense of belonging to Calgary, satisfaction with the mentoring relationship).
 - Professional (e.g. increased job search self efficacy – the confidence one has in their ability to execute a successful job search).
 - Intercultural Understanding (e.g. increased understanding of other cultures and/or Canadian workplace norms).
- The positive impacts of mentoring extend far beyond the job search process.
- Mentorship has a powerful impact on the lives of mentees and mentors alike.

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