

# Gender and mentoring

[Business](#)



## EVALUATE THE IMPACT OF GENDER ON THE MENTORING RELATIONSHIP? A

Review of the Literature College This report has been prepared by the Psychology 108, Section B, taught by Professor Kevin.

### “ Gender and Mentoring”

Mentoring as a process of information transmission of information, social capital and psychological support where an apprentice would be recipient to the relevant work, career or professional development. Gender is an important factor influencing mentees decision for mentors because, there is reason to question any specific gender’s mentoring abilities but in this paper we will evaluate the impact of gender on mentoring relationships.

A number of studies have been conducted to test both genders’ mentoring capabilities, but still they are not sufficient enough to elect any of the gender better than the other.

Boys learn in childhood to maintain relationships primarily through their activities, so consequently, men tend to try to keep the upper hand in conversation and mentoring. Female are more in to talking things out and expressing their feeling to maintain a healthy mentor and student relationship. Even when they have conversation with student of same gender they always try to build a new relation.

Thus the question arises would I prefer a female or male mentor?

Mentor-selection process is whether to be mentored by a man or a woman, The research on gender and mentoring has found that there are consistent differences in mentoring relationships between males and females but I don’t think gender is really matter because I’ve had mentors in different fields of different genders, It’s about shared values more than anything, I <https://assignbuster.com/gender-and-mentoring/>

haven't found gender to matter at all cause what's mattered to me is someone's perspective—how able are they to see the big picture and their performance.

#### References

Ensher, E. A., & Murphy, S. E., The Mentoring Relationship Challenges Scale: The impact of mentoring stage, type, and gender, *Journal of Vocational Behavior* (2010), doi: 10. 1016/j. jvb. 2010. 11. 008

Jean Rhodes \*, Sarah R. Lowe, Leon Litchfield, Kathy Walsh-Samp:

The role of gender in youth mentoring relationship formation and duration, *Journal of Vocational Behavior* (2008), doi: 10. 1016/j. jvb. 2007. 09. 005

Suzanne Bartle-Haring, Natasha Slesnick, Jennifer Collins, Gizem Erdem, and Cynthia Buettner:

The Utility of Mentoring Homeless Adolescents: A Pilot Study *The American Journal of Drug and Alcohol Abuse* (July 2012), (doi: 10. 3109/00952990. 2011. 643985)

Retrieved from: [http://informahealthcare.com/doi/pdf/10. 3109/00952990. 2011. 643985](http://informahealthcare.com/doi/pdf/10.3109/00952990.2011.643985)