

Did I Make a Difference?

The Importance of Perceived Impact and Appreciation for Mentors' Well-Being

Mia Tognotti¹, Kalum Kumar¹, Brian Fox², Lara Aknin¹

¹Department of Psychology, ²Arts Central,
Simon Fraser University

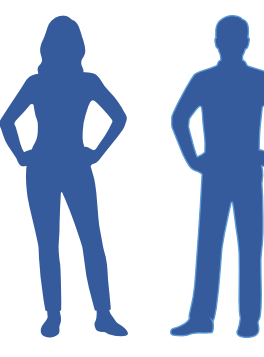
BACKGROUND

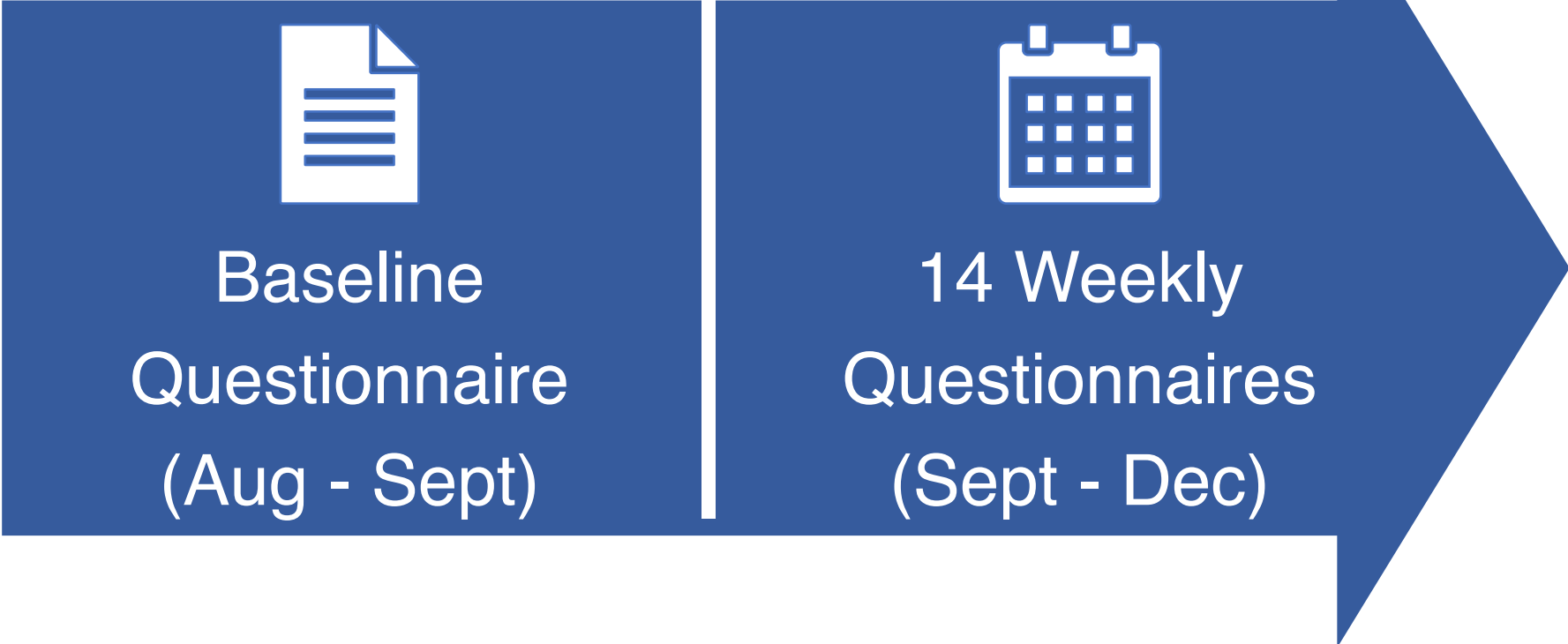
Research shows that helping others increases well-being for the helper (Aknin & Whillans, 2021; Curry et al., 2018; Hui et al., 2020).

Existing research has not considered whether mentors' experiences helping mentees are associated with their well-being.

We conducted a pre-registered, weekly diary study to investigate the relationship between mentoring experiences and mentors' well-being.

METHODS

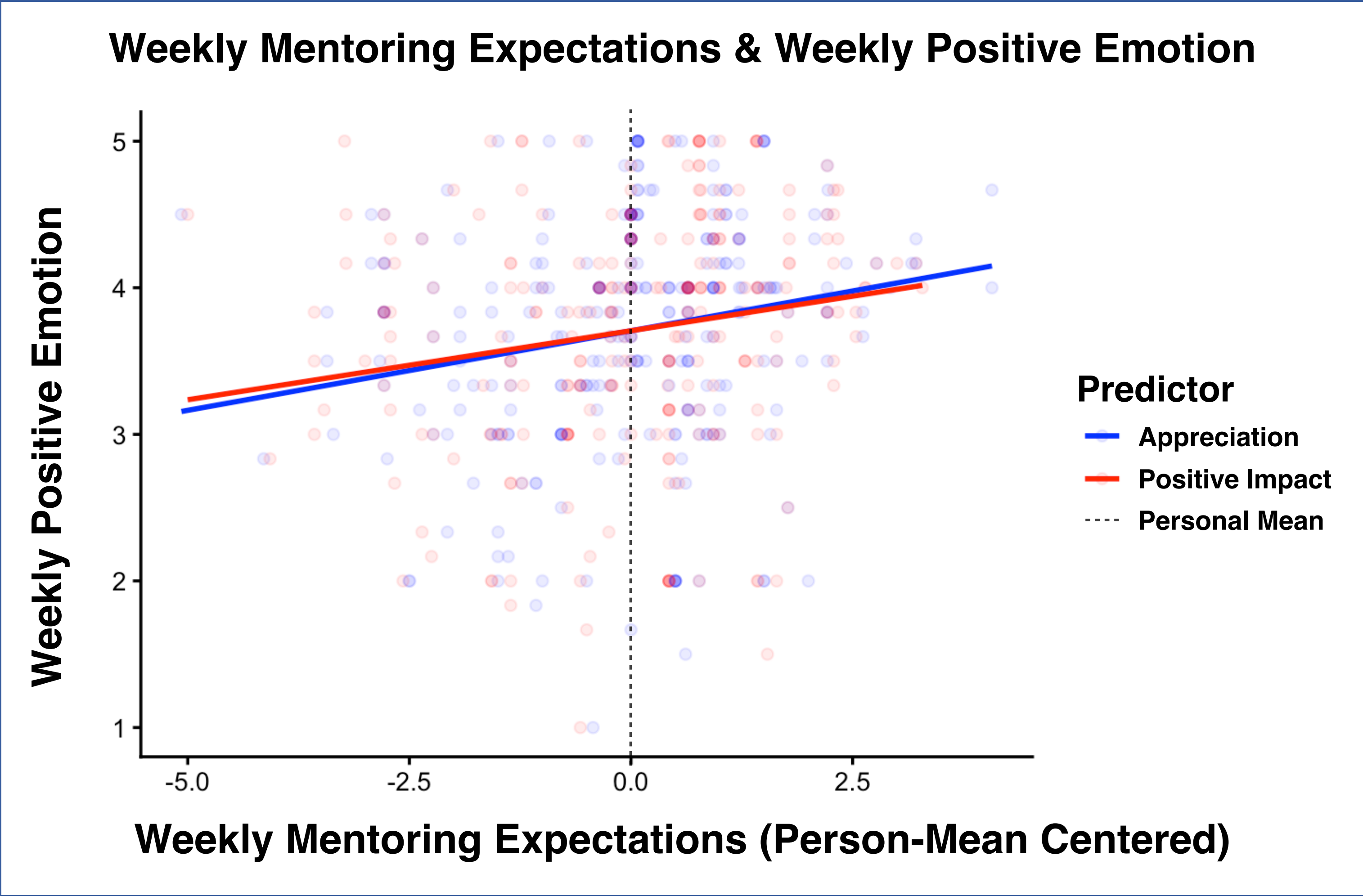
 24 undergraduate student mentors in the Faculty of Arts and Social Sciences (FASS) Mentorship Program ($M_{age} = 21.09$, $SD = 1.35$) completed:



KEY MEASURES

- Baseline Well-Being
- Weekly Well-Being
- Weekly Mentoring Expectations
 - Perceived **Positive Impact**
“To what extent do you think you have had a positive impact on your mentee(s) this week?”
 - Perceived **Appreciation**
“To what extent do you think your mentee(s) appreciated your interaction(s) this week?”

On weeks that mentors reported higher perceived **positive impact** or higher perceived **appreciation** than their personal average, they reported higher positive emotion.



DISCUSSION

Mentors' well-being is related to feeling they had a positive impact and being appreciated by their mentees.

Mentorship programs can promote mentor well-being by introducing methods to show mentors their positive impact and their mentees' appreciation.

HYPOTHESES

When controlling for baseline well-being:

Exploratory:

H1: Mentors that report higher perceived **positive impact** will report greater well-being.

H2: Mentors that report higher perceived **appreciation** will report greater well-being.

Confirmatory:

H3: On weeks that mentors report higher perceived **positive impact** than their personal average, they will report greater well-being.

H4: On weeks that mentors report higher perceived **appreciation** than their personal average, they will report greater well-being.

RESULTS

When controlling for baseline well-being:

H1: Mentors who reported higher perceived **positive impact** reported:

Higher: Competence
Lower: Anxiety

H2: Mentors who reported higher perceived **appreciation** reported:

Higher: Competence and relatedness
Lower: Anxiety

H3 & H4: On weeks that mentors reported higher perceived **positive impact** or higher perceived **appreciation** than their personal average, they reported:

Higher: Positive emotion, autonomy, competence, and relatedness
Lower: Negative emotion

 mia_tognotti@sfu.ca

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