



The Society for Intercultural Education,  
Training and Research presents

# Boost

The mentoring programme  
for interculturalists in the UK

By SIETAR UK

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# What is *BOOST*

*BOOST* is SIETAR UK's exclusive mentoring programme that connects interculturalists across the UK.

It's a 1-year professional development programme to bring out the best in junior and experienced interculturalists, and to share the passion for the intercultural field more widely.

Through dedicated mentor-mentee pairing, *BOOST* aims to:

- support personal development
- advance career opportunities
- grow personal networks
- provide support when starting out in the intercultural field



# Why *BOOST*

“A mentor is someone who allows you to see the hope inside yourself.” — *Oprah Winfrey*



Mentored individuals are more satisfied and committed to their professions than non-mentored individuals [1]



Mentored individuals often earn higher performance evaluations, higher salaries, and faster career progress than non-mentored individuals [1]



Mentors can benefit from ‘reverse mentoring’ and expand their own knowledge and perspectives, while deriving satisfaction from helping to develop the next generation of leaders, feeling rejuvenated in their own career development, learning how to use new technologies, or becoming aware of issues that are important to their field [1]

## Insights

Research stresses numerous benefits of mentoring programmes for both the mentors and the protégés. For example, when comparing individuals who had mentors to those who did not, individuals with mentors had higher expectations for advancement, career satisfaction, job satisfaction, career commitment, and intentions to stay at their organisations [2]. In another study, individuals with a mentor reported more power in their organisation, including policy influence and access to important people as well as resources [3].

Mentors, on the other hand, experience both intrinsic (e.g. personal satisfaction when helping others) and extrinsic (e.g. more supporters in the organisation) benefits. For example, 27 interviewed mentors who among other things reported that their mentor role allows them to develop a supportive network that may result in future benefit for them as well as that it increases their learning, visibility, and recognition [4]. Thus, it can play a crucial role in mentor’s experienced career satisfaction which in turn is related to higher job performance [5].

[1] Wanberg, Welsh, & Hezlett, 2003

[2] Allen, Eby, Poteet, Lentz & Lima (2004). Career Benefits Associated With Mentoring for Protégés: A Meta-Analysis

[3] Fagenson, E. A. (1988). The power of a mentor: Protégés and nonprotégés’ perceptions of their own power in organizations

[4] Allen, Poteet, Russell, Dobbins (1997). "A field study of factors related to supervisors’ willingness to mentor others"

[5] Johnson, Yust, Fritchie (2001). "Views on mentoring by clothing and textiles faculty"

# How *BOOST* works

*BOOST* is designed to support mentors and mentees throughout the programme but asks for accountability, passion and drive from participants.

## Sign up

Register to take part in BOOST via a short application form. You choose to join as a mentor or mentee (or both), tell us a bit about yourself, and what you want to get out of the BOOST programme.

## Matching process

Behind the scenes, we're trying to pair up mentors and mentees that could be a great match based on experience and development areas. None of this is set in stone but helps to make finding the right mentor or mentee for you easier.

## Launch event

At our launch event we'll give a short briefing on what it means to be a mentor/mentee and share useful resources with you. We'll introduce you to mentors/mentees that could be a good fit for you and you can network with different people to see with whom you 'click'.

## Getting started

Once you've decided with whom you'd like to progress a BOOST mentor/mentee relationship, we help you set up a mentorship agreement. From hereon, it's your responsibility to develop and sustain the mentoring relationship but of course we're here for you for support and guidance.

## Regular feedback

We'll stay in touch to ensure you get the most out of BOOST. At set milestones and at the end of the programme, we'll ask for your feedback and what you've learned.

## Celebration event

After 1 year you officially graduate from BOOST and we'll come together to celebrate your achievements.

# Who can take part in *BOOST*

All SIETAR UK members are eligible to participate in *BOOST*.

As a member of SIETAR UK, you can join as mentor and/or mentee as often as you like.

If you're not yet a member, please [sign up via our membership form](#).

Find out more about the [benefits of being a SIETAR UK member](#).

**Complete the *BOOST*  
application form >**



