Mentoring and wellbeing: a powerful connection

Briefings



28 March 2025

We consider how mentoring can benefit you – and invite you to join our mentoring programme.

Wellbeing has never been more important, particularly in demanding professions like tax. While often associated with physical and mental health, wellbeing is also about feeling valued, having purpose and building strong connections. Mentoring plays a crucial role in fostering this sense of fulfilment for both mentors and mentees.

The World Health Organization (WHO) defines wellbeing as a ‘positive state experienced by individuals and societies’, influenced by social, economic and environmental factors. Similarly, workplace studies highlight that effective wellbeing initiatives lead to higher resilience, increased engagement and improved work-life balance. Mentoring aligns perfectly with these goals by providing meaningful

support and professional growth opportunities.

The benefits of mentoring

For mentees, mentoring offers more than just career advice – it delivers a powerful message that they are valued and have potential worth investing in. This recognition contributes to confidence, motivation and overall wellbeing. Having a guide to navigate challenges can reduce stress, boost job satisfaction and enhance professional development.

Mentoring is just as beneficial for mentors. Research shows that contributing to others' success fosters a sense of purpose, personal satisfaction and increased engagement in one's own career. The act of giving back – helping someone else to develop skills, build confidence and progress – reinforces the mentor's own sense of achievement and belonging.

Why mentoring matters in tax

Tax professionals often face high-pressure environments with complex workloads and evolving regulations. This can lead to stress, isolation and burnout. A strong mentoring relationship can counter these challenges by offering reassurance, guidance and a space to share experiences. It also strengthens professional networks, creating opportunities for learning and development.

Join our mentoring programme

Recognising the impact that mentoring has on both wellbeing and career development, our mentoring platform, ATT Mentor Match (www.att.onpld.com), connects members and students, fostering relationships that strengthen the profession. Whether you're looking for guidance or hoping to give back, participating in a mentoring programme can be a rewarding experience that benefits both personal wellbeing and professional success.