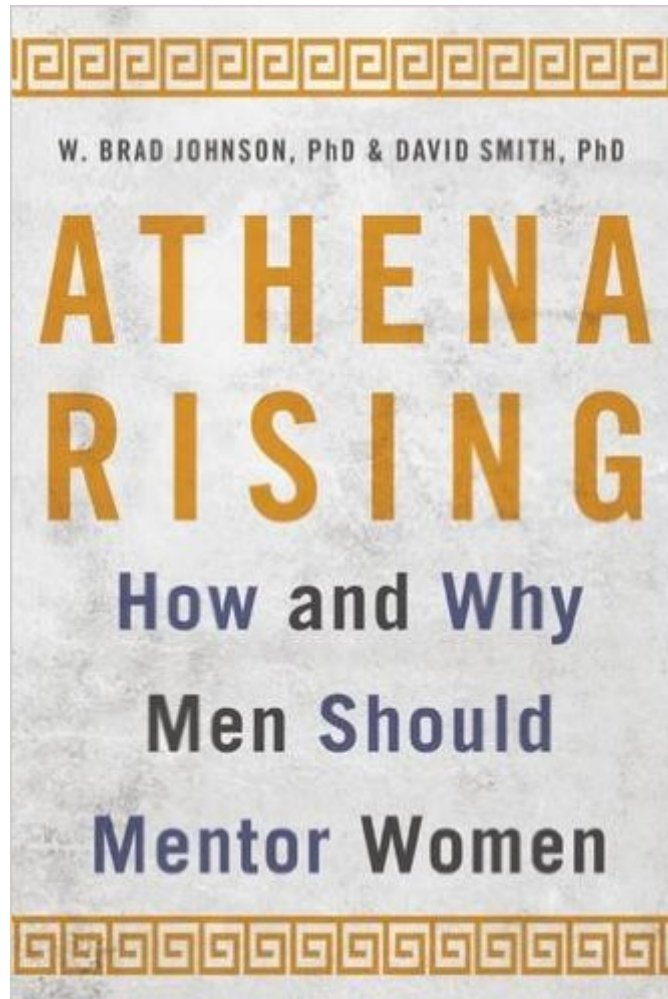


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# Athena Rising: How And Why Men Should Mentor Women



## Synopsis

Increasingly, new employees and junior members of any profession are encouraged-sometimes stridently-to "find a mentor!" Four decades of research reveals that the effects of mentorship can be profound and enduring; strong mentoring relationships have the capacity to transform individuals and entire organizations. Organizations that retain and promote top talent-both female and male-are more likely to thrive.Â But the mentoring landscape is unequal. Evidence consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrower range of both career and psychological benefits. Athena Rising is a book for men about how to mentor women deliberately and effectively. It is a straightforward, no-nonsense manual for helping men of all institutions, organizations, and businesses to become excellent mentors to women.Â Co-authors W. Brad Johnson, PhD and David Smith, PhD draw from extensive research and years of experience as experts in mentoring relationships and gender workplace issues. When a man mentors a woman, they explain, the relationship is often complicated by conventional gender roles and at times hostile external perceptions. Traditional notions of mentoring are often modeled on male-to-male relationships-the sort that begin on the golf course, involve a nearly exclusive focus on career achievement, and include more than a few slaps on the back over drinks after work. But women often report a desire for mentoring that integrates career and interpersonal needs. Women want a mentor who not only "gets" this, but truly honors it.Â Men need to fully appreciate just how crucial their support of promising junior women can be in helping them to persist, promote, and thrive in their vocations and organizations. As women succeed, lean in, and assume leading roles in any organization or work context, that culture will become more egalitarian, effective, and prone to retaining top talent.

## Book Information

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## Customer Reviews

I ordered the book as a classmate and friend of one of the authors (David) even though I am not the target audience. I am finding, however, that the "how-to" section may be as useful to me as it is to my male colleagues. As the book points out, there just aren't enough women in senior positions to mentor those coming up, but that doesn't mean we can't use these tools to improve on our own skills. I recommend this as a useful resource for all leaders in any male-dominated profession trying to increase the diversity of your teams.

As a former student of Professor Johnson I leapt at the opportunity to read this book. Working in the male-dominated environment of the U.S. Navy has brought me face to face with many of the challenges mentioned throughout *Athena Rising*. Fortunately for me, I have come across such mentors as Professor Johnson and male Naval Officers and Chief Petty Officers who invested time in mentoring me and encouraging me to be true to myself and have confidence in my abilities. *Athena Rising* offers a refreshing perspective on the challenges women face in the workplace and in society. I very much appreciated the notion that it's not just up to women to help advance other women. While I plan to continue mentoring young women in my field (now with a renewed understanding of exactly what challenges they are facing), I will certainly be recommending this book to my male colleagues. They are sure to find many helpful takeaways from the contents of this book which will make them better leaders and better stewards of a military whose female population continues to grow in number and in influence.

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