

Level 20 Mentoring: Insight on goals and support

What are Mentee applicants looking for?

What support do Mentor applicants feel confident to provide?

This infographic outlines the trends and behaviours from Level 20's 2024 Mentoring programme.

In 2024, there were nearly twice as many mentee applicants as mentor applicants



Most mentees applicants were Analysts, Associates and Investment Managers



Most mentor applicants were Partners

MENTEE GOALS

Mentee applicants indicate which goals/areas they want support on from mentors:

Top goals - junior applicants

- Confidence building - 46%
- Networking / building relationships - 43%
- Career planning - 42%
- Building personal brand / presence - 38%
- Promotion - 29%

Top goals - mid level applicants

- Building personal brand / presence - 41%
- Networking / building relationships - 39%
- Career planning - 36%
- Leadership skills - 31%
- Confidence building - 27%



Junior and mid level applicants have similar goals, though in a different order of priority

GROUPED MENTEE GOALS

Ordering goals into groups/common areas, we find:

Goal groups - junior applicants

- Professional skills - 42%
- Career management / development - 23%
- Technical/PE or investment specific - 19%
- Leadership - 16%

Goal groups - mid level applicants

- Professional skills - 31%
- Career management / development - 23%
- Leadership - 21%
- Technical/PE or investment specific - 18%

Goals in the 'professional skills' group are most popular, followed by 'career management/development' goals



MENTOR SUPPORT

Mentor applicants indicate which areas they can provide support to mentees on

Top support areas - mid level applicants

- Confidence building - 49%
- Networking / building relationships - 47%
- Increase PE/technical knowledge - 29%
- Work/life balance - 29%
- Managing a career and family - 28%

Top support areas - senior applicants

- Confidence building - 46%
- Leadership skills - 40%
- Strategic thinking / big picture thinking - 39%
- Networking / building relationships - 35%
- Developing investor mindset - 29%



'Confidence building' is the most frequently selected area that mentors can provide support on

GROUPED MENTOR SUPPORT

Ordering support areas into common groups, we find:

Support area groups - mid level applicants

- Professional skills - 37%
- Technical/PE or investment specific - 25%
- Career management / development - 23%
- Leadership - 15%

Support area groups - senior applicants

- Professional skills - 32%
- Technical/PE or investment specific - 23%
- Leadership - 23%
- Career management / development - 22%

'Professional skills' is selected most often, but 'career management/development' is less prevalent than for mentees



Mentees frequently express wanting support on 'career management / development', but Mentors' ability to provide this support does not appear to match Mentee needs. How can this disparity be addressed?

Gender can inform provision of support



Top support areas - female Mentors

- Confidence building - 53%
- Networking/building relationships - 37%
- Managing a career and family - 34%
- Strategic thinking/big picture thinking - 31%
- Leadership skills - 29%



Top support areas - male Mentors

- Strategic thinking/big picture thinking - 39%
- Confidence building - 34%
- Career planning - 26%
- Developing investor mindset - 18%
- Networking / building relationships - 18%

- Female applicants feel more able to provide support on 'managing a career and family' than male counterparts, and select 'networking/building relationships' more than male applicants.
- Interestingly, Level 20's research indicates that women consider access to networks as a point of gender imbalance. This support area is selected by significantly fewer men than women, demonstrating that women may have found it harder to build a network, perhaps due to this imbalance. Mentors could look to share their networks with Mentees, as well as how they developed impactful relationships.

Country differences in goals/support areas



UK Mentee applicant goals

- Career planning - 44%
- Building personal brand/presence - 41%
- Confidence building - 36%
- Networking/building relationships - 36%
- Promotion - 30%

UK Mentor applicant support areas

- Confidence building - 44%
- Networking/building relationships - 39%
- Leadership skills - 32%
- Strategic thinking/big picture thinking - 31%
- Developing investor mindset - 29%



NL Mentee applicant goals

- Building personal brand/presence - 45%
- Networking/building relationships - 39%
- Confidence building - 36%
- Leadership skills - 31%
- Negotiation skills - 25%

NL Mentor applicant support areas

- Confidence building - 62%
- Networking/building relationships - 43%
- Strategic thinking/big picture thinking - 43%
- Work/life balance - 32%
- Portfolio company management - 30%



DACH Mentee applicant goals

- Networking/building relationships - 45%
- Career planning - 43%
- Confidence building - 34%
- Promotion - 31%
- Building personal brand/presence - 27%

DACH Mentor applicant support areas

- Navigating investment committees - 47%
- Role transition - 42%
- Managing upwards - 39%
- Managing a career and family - 34%
- Managing LP relations - 32%



France Mentee applicant goals

- Networking/building relationships - 45%
- Career planning - 43%
- Confidence building - 34%
- Promotion - 31%
- Building personal brand/presence - 27%

France Mentor applicant support areas

- Navigating investment committees - 47%
- Role transition - 42%
- Managing upwards - 39%
- Managing a career and family - 34%
- Managing LP relations - 32%

*Countries/regions with most Level 20 programme applicants



How can firms consider these trends and differences to help identify suitable Mentee/Mentor applicants?

Are there learnings that firms can incorporate into the development of in-house Mentoring programmes?

For more information on Level 20's Mentoring programme, please visit the [Level 20 website](#) or email mentoring@level20.org