



## Mentoring...Like the Baboon

Neuro-scientist Robert Sapolsky did some fascinating research while living among wild baboons. He found that alliances between old and young apes were an effective strategy for survival. Older males that affiliated with younger males lived longer, healthier lives than their unallied peers.

Whether ape or human, individuals in a mentoring relationship exchange invaluable, often subtle, information. The elder partner stays plugged into an ever changing world, while the younger partner can observe what does and does not work as the elder partner negotiates the tricky terrain of aging.

By finding someone that you can relate to — someone you can learn from — you will discover that you will be challenged and stretched past your limits. An older person will change your perspective. A younger person will expand your vision for life.

Take advantage of those around you that you can mentor, and look for those who can mentor you. Don't be afraid to be a mentor or to be mentored. See how such a relationship can benefit you both personally and professionally.

*Reference: This article is based on "Inside the Mind of the Leader," Harvard Business Review, January 2004, by Warren G. Bennis.*

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