



Lighting the Way for Success: Mentoring Black Professional Women

Rain L. Newbold-Coco

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The goal of this study was to determine the factors of the mentoring relationship that professional women attribute to their success. Ascertaining if there were themes or commonalities in the mentoring relationship and if these were unique to African American women were additional goals of this study. This was a two-phase, sequential, mixed-method research methodology study focusing on the perspectives of African American female professionals functioning in various organizational milieus concomitant with or subsequent to receiving mentoring. The beneficence of mentor relationships was investigated in the context of African American female mid-level and upper-level professionals.

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