

Cross-Mentoring Program 20010/11

Evaluation

Remark: Individual answers to open questions will only be considered in exceptional cases to guarantee discretion.

Mentee-Questionnaire Return : 15 questionnaires	Mentor-Questionnaire Return: 11 questionnaires
<p>1. If you would have a positive development during the next 6 month would you say that this is based on the Cross-Mentoring Program?</p> <p>53% yes 40% partly 7% no</p> <p>Have there already been such positive changes during the Cross-Mentoring Programs?</p> <p>53% yes 34% partly 13% no</p>	
<p>2. Did the Cross-Mentoring Program help you to achieve your professional tasks and challenges in a better way?</p> <p>60% yes 40% partly 0% no</p>	

<p>3. How did the way to fulfil your work change? (more than one answer possible)</p> <p>60% I handle conflicts more efficiently.</p> <p>66% I am more relaxed.</p> <p>73% I operate in a more strategic way.</p> <p>24% I integrate more in my work the „view over the edge of the plate“.</p> <p>46% I have improved in using my leadership capacities.</p> <p>18% I have a better Work-Life-Balance.</p>	<p>1. What did change for you during the Cross-Mentoring Program? (more than one answer possible)</p> <p>27% I take care much more about my high potential female colleagues.</p> <p>18% I have identified at least one female colleague in my area who is worth being promoted.</p> <p>65% I have improved in using my leadership capacities.</p>
<p>4. How often did you meet with your Mentor personally?</p> <p>7% too rarely</p> <p>93% adequately</p> <p>0% too often</p>	<p>2. How often did you meet with your Mentee personally?</p> <p>9% too rarely</p> <p>91% adequately</p> <p>0% too often</p>
<p>5. How often did you talk with your Mentor by phone?</p> <p>19% too rarely</p> <p>81% adequately</p> <p>0% too often</p>	<p>3. How often did you talk with your Mentee by phone?</p> <p>0% too rarely</p> <p>100% adequately</p> <p>0% too often</p>
<p>6. Which were the reasons for not enough/too many meetings and phone calls with your Mentor?</p>	<p>4. Which were the reasons for not enough /too many meetings and phone calls with your Mentee?</p>
<p>7. How do you evaluate the quality of the meetings with your Mentor?</p>	<p>5. How do you evaluate the quality of your meetings with your Mentee?</p>

60% very high	73% very high
33% adequately	27% adequately
7% low	0% low

<p>8. Have the contents of the meetings met your expectations?</p> <p>87% yes 13% partly 0% no</p>	<p>6. Have the contents of the meetings met your expectations?</p> <p>82% yes 18% partly 0% no</p>
<p>9. How many different subjects have been dealt with in the meetings?</p> <p>47% big spread of subjects 40% medium spread of subjects 13% focus on few subjects</p> <p>Which subjects have been most important for you? (With this question we do not want to break the confidentiality of the Mentor-Mentee relation. If you answer to this question you may do so on a voluntary basis as well as in the mode most convenient to you)</p> <p>53% conflicts / problematic situations - issues 40% leadership 33% personal development / career(planning) 40% strategic, focused relationship with clients, superiors and colleagues 12% Work-Life Balance</p>	<p>7. How many different subjects have been dealt with in your meetings?</p> <p>36% big spread of subjects 28% medium spread of subjects 36% focus on few subjects</p> <p>Which subjects have been most important for you? (With this question we do not want to break the confidentiality of the Mentor-Mentee relation. If you answer to this question you may do so on a voluntary basis as well as in the mode most convenient to you)</p> <p>42% conflicts / problematic situations - issues 27% leadership 46% personal development / career(planning) 36% strategic, focused relationship with clients, superiors and colleagues 18% Work-Life Balance</p>
<p>10. Did the Mentee-Mentor Matching satisfy you?</p> <p>87% yes 13% partly 0% no</p>	<p>8. Did the Mentee-Mentor Matching satisfy you?</p> <p>100% yes 0% partly 0% partly</p>

11. Which challenges should unconditionally be addressed to a Mentee in a Cross-Mentoring Program?

- 73% Open-mindedness / sincerity / inclination to learn and change
- 60% commitment / own initiative / self-responsibility / patience
- 60% aptitude to accept criticism / sincerity
- 46% active interest in personal development / carrier (as well as appropriate opportunity within the firm)
- 18% Identification with Cross-Mentoring Program
- 46% time
- 33% prime leadership experience

When asked, would your Mentor(s) consider you a „good“ Mentee?

- 87% yes
- 13% partly
- 0% no

10. Which challenges should unconditionally be addressed to a Mentee in a Cross-Mentoring Program?

- 73% Open-mindedness / sincerity / inclination to learn and change
- 64% commitment / own initiative / self-responsibility / patience
- 36% aptitude to accept criticism / sincerity
- 42% active interest in personal development / carrier (as well as appropriate opportunity within the firm)
- 0% Identification with Cross-Mentoring Program
- 27% time
- 0% prime leadership experience

Did your Mentee live up to the expectations?

- 100% yes
- 0% partly
- 0% no

12. Which requirements should unconditionally be addressed to a Mentor in a Cross-Mentoring Program?

- 73% Empathy / Interest in the Mentee, in other people / active listener
- 47% Competence / experience (particularly leadership!) / interesting CV / Senior Manager
- 53% Time
- 73% Openness / authenticity
- 60% Reliability / integrity
- 33% Interest in the Cross-Mentoring Program
- 60% Discretion / confidentiality

9. Which requirements should unconditionally be addressed to a Mentor in a Cross-Mentoring Program?

- 46% Empathy / Interest in the Mentee, in other people / active listener
- 42% Competence / experience (particularly leadership!) / interesting CV / Senior Manager
- 27% Time
- 36% Openness / authenticity
- 27% Reliability / integrity
- 27% Interest in the Cross-Mentoring Program
- 36% Discretion / confidentiality

<p>Did your Mentor live up to these expectations?</p> <p>93% yes 7% partly 0% no</p>	<p>If we would ask your Mentee, would she/he consider you as a „good Mentor“?</p> <p>73% yes 27% partly 0% no</p>
<p>13. How satisfied have you been with the following aspects of the Cross-Mentoring Program?</p> <p>With the results, that means with the foreseeable (professional) changes or those already realized</p> <p>74% particularly satisfied 18% partly satisfied 8% not satisfied</p> <p>With the contact towards your Mentor</p> <p>81% particularly satisfied 19% partly satisfied 0% not satisfied</p>	<p>11. How satisfied have you been with the following aspects of the Cross-Mentoring Program?</p> <p>With the experiences and conclusions which you have gained yourselves with the Cross-Mentoring Program</p> <p>64% particularly satisfied 36% partly satisfied 0% not satisfied</p> <p>With the personal and professional development of your Mentee</p> <p>73% particularly satisfied 27% partly satisfied 0% not satisfied</p> <p>With the contact to your Mentee</p> <p>73% particularly satisfied 27% partly satisfied 0% not satisfied</p>

With the events in relation with the Cross-Mentoring Program:

With the quarterly reflection workshops for Mentees

66% particularly satisfied
34% partly satisfied
0% not satisfied

With the professional coaching sessions:

93% particularly satisfied
7% partly satisfied
0% not satisfied

With the events in relation with the Cross-Mentoring Program:

With the Mentor Master Classes

91% particularly satisfied
9% partly satisfied
0% not satisfied

With the professional coaching sessions (if applicable)

91% particularly satisfied
9% partly satisfied
0% not satisfied

With the assistance and support through the organization team before and during the Cross-Mentoring Program

93% particularly satisfied
7% partly satisfied
0% not satisfied

With the assistance and support through the organization team before and during the Cross-Mentoring Program

91% particularly satisfied
9% partly satisfied
0% not satisfied

14. What would you like to mention to us in the end?

“Really thank you for the experiences shared during the program. This is a real added value for r the next steps on my professional career”

“Continue this great initiative”

“An eye opener and very interesting experience from a private to professional level. I have met interesting people who have helped the whole process to become a success”

“Do organize all meetings for the mentor-mentee teams in advance on a monthly level at the beginning of the program. This will improve the interaction between mentee and mentor.

It was an excellent year!! I enjoyed the coaching session!”

12. What would you like to mention to us in the end?

“ A great experience”

“To do and to do again – to live it and to live it again”

“Very interesting program. I am happy to have participated in this program and I have appreciated the development of my mentee”

“Thanks for this excellent program”

“Many thanks for the professional support and the commitment to the good course”

“Perhaps too many different activities for mentees and mentors

“Positive approach, should be continued”