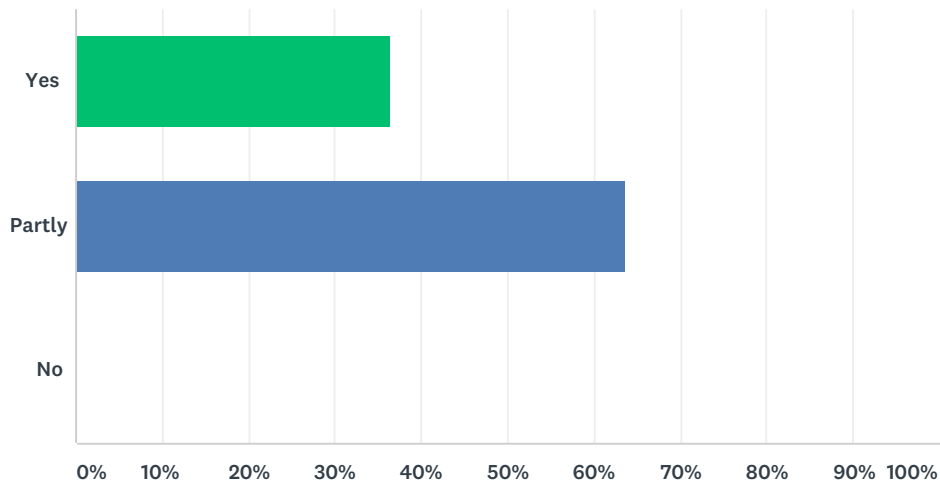


### Q1 If you would have a positive development during the next 6 months would you say that this is based on the Cross-Mentoring Program?

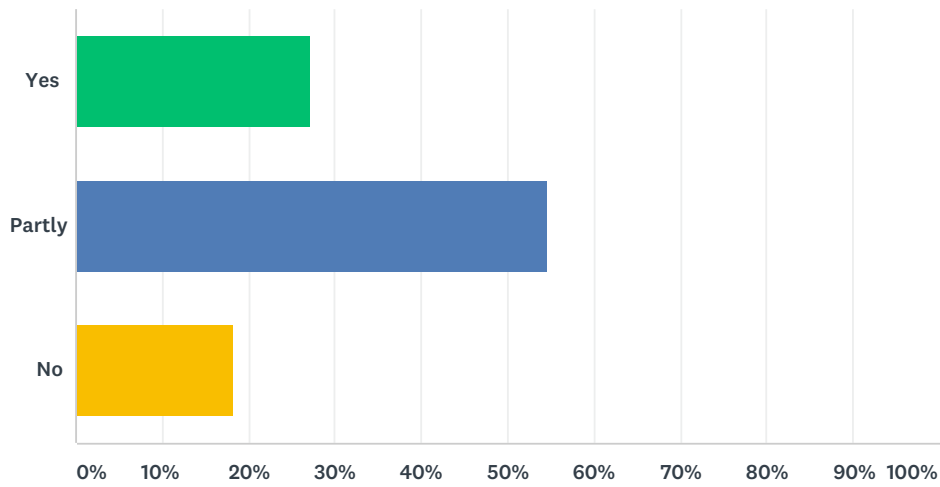
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	36,36%	4
Partly	63,64%	7
No	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q2 Have there already been such positive changes during the Cross-Mentoring Programs?

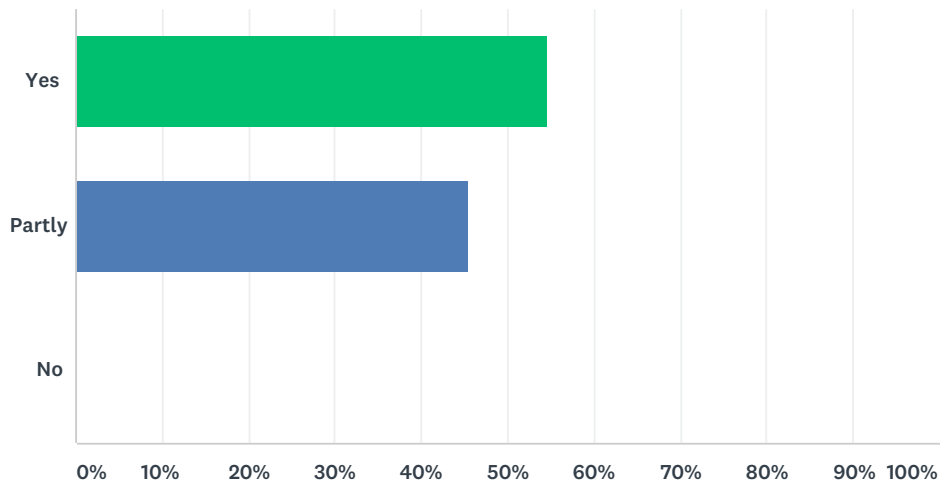
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	27,27%	3
Partly	54,55%	6
No	18,18%	2
<b>TOTAL</b>		<b>11</b>

### Q3 Did the Cross-Mentoring Program help you to achieve your professional tasks and challenges in a better way?

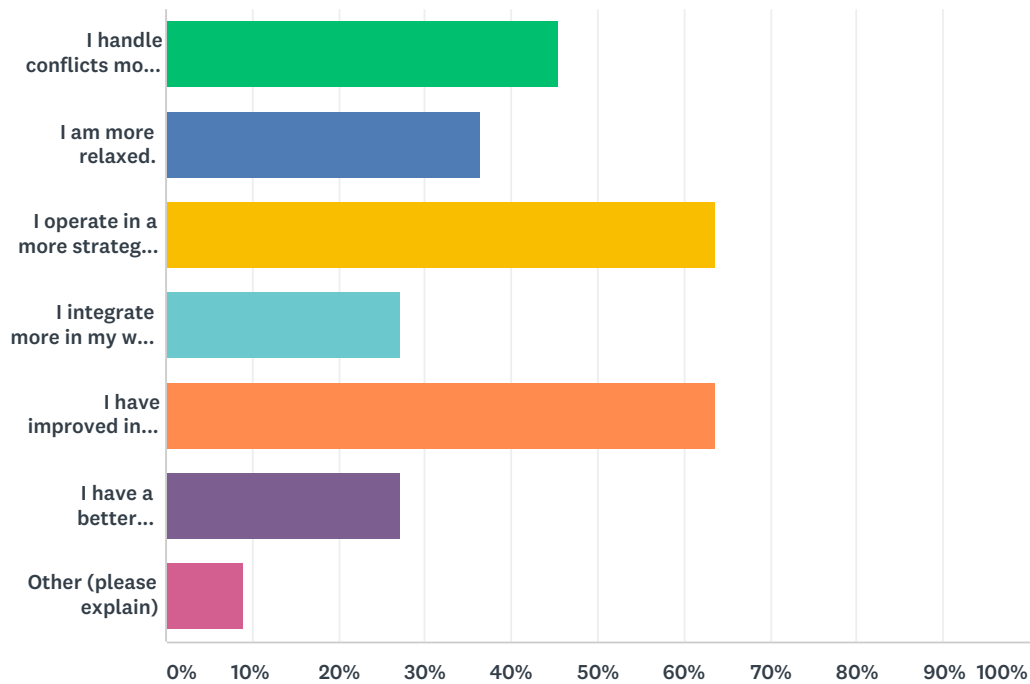
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	54,55%	6
Partly	45,45%	5
No	0,00%	0
<b>TOTAL</b>		<b>11</b>

### Q4 How did the way to fulfil your work change?(more than one answer possible)

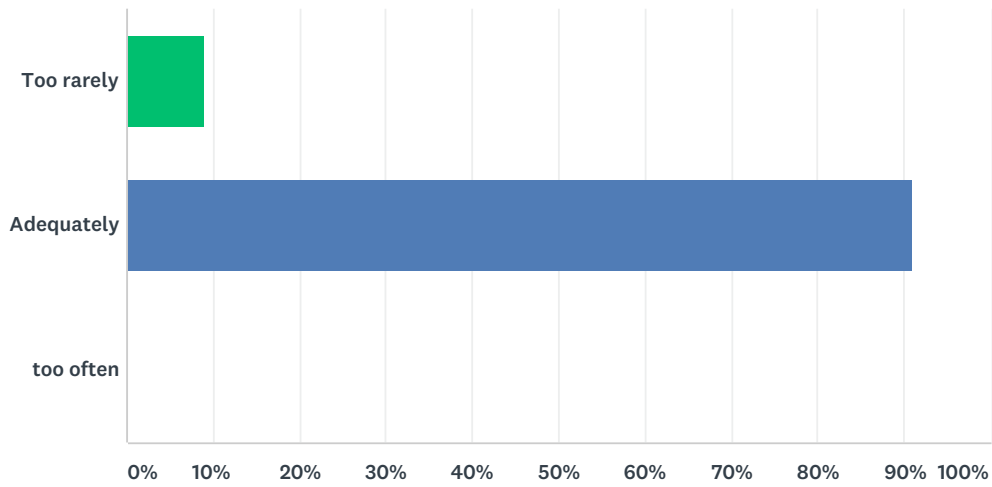
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES
I handle conflicts more efficiently.	45,45% 5
I am more relaxed.	36,36% 4
I operate in a more strategic way.	63,64% 7
I integrate more in my work the „view over the edge of the plate“.	27,27% 3
I have improved in using my leadership capacities.	63,64% 7
I have a better Work-Life-Balance.	27,27% 3
Other (please explain)	9,09% 1
Nombre total de participants : 11	

### Q5 How often did you meet with your Mentor personally?

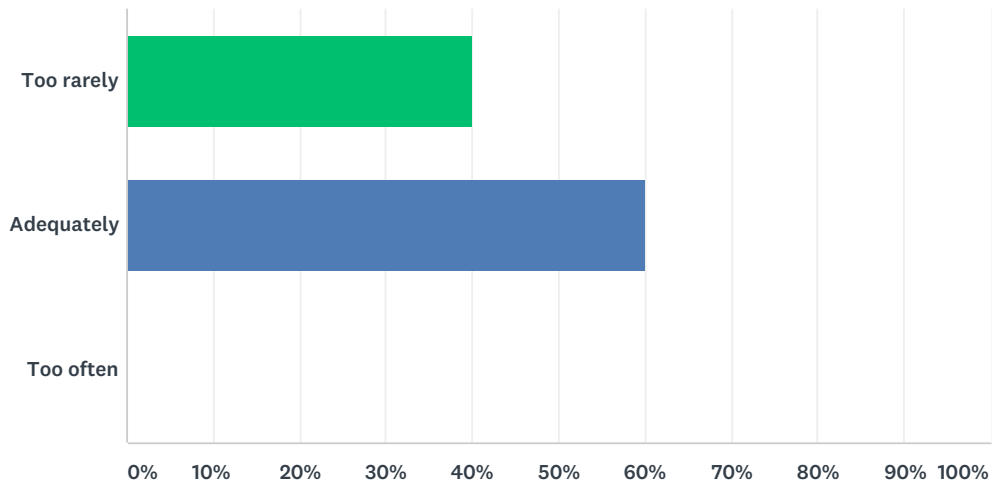
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Too rarely	9,09%	1
Adequately	90,91%	10
too often	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q6 How often did you talk with your Mentor by phone?

Réponses obtenues : 10 Question ignorée : 1



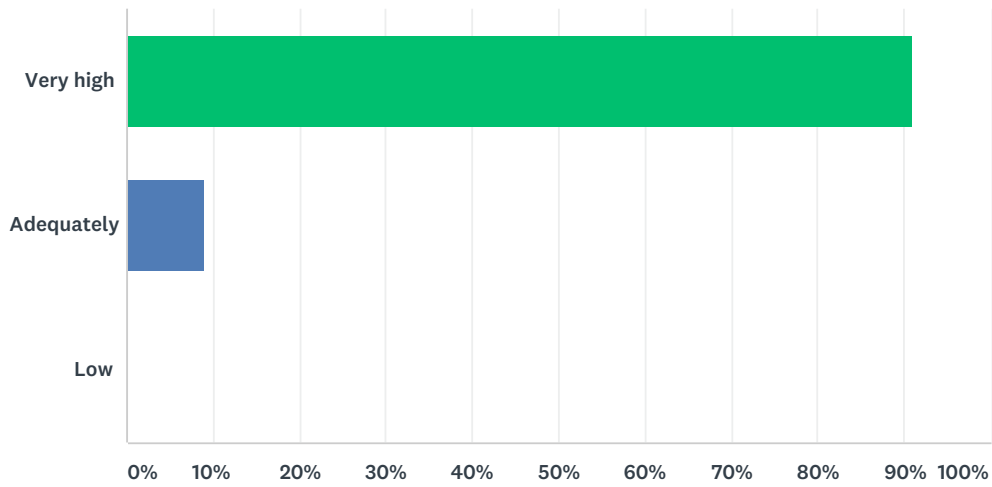
CHOIX DE RÉPONSES	RÉPONSES	
Too rarely	40,00%	4
Adequately	60,00%	6
Too often	0,00%	0
<b>TOTAL</b>		<b>10</b>

## Q7 If applicable: Which were the reasons for not enough/too many meetings and phone calls with your Mentor?

Réponses obtenues : 4    Question ignorée : 7

### Q8 How do you evaluate the quality of the meetings with your Mentor?

Réponses obtenues : 11 Question ignorée : 0

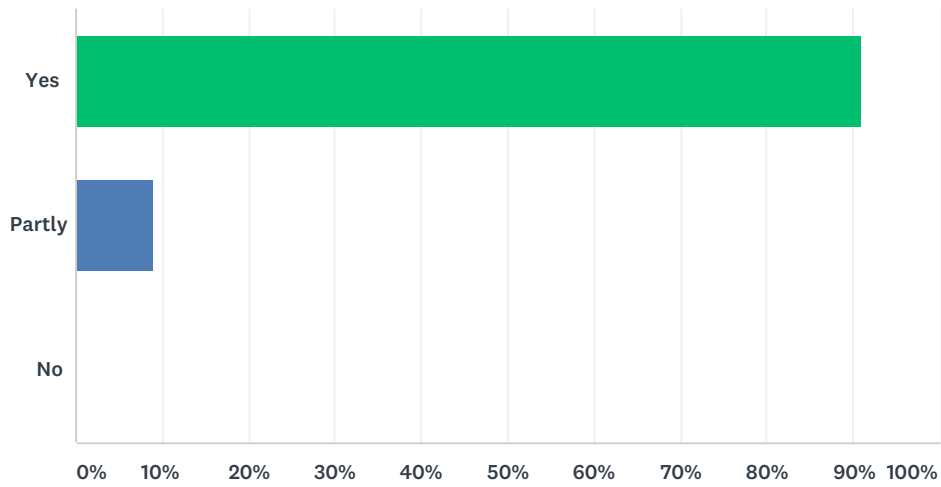


CHOIX DE RÉPONSES	RÉPONSES	
Very high	90,91%	10
Adequately	9,09%	1
Low	0,00%	0
<b>TOTAL</b>		<b>11</b>



### Q9 Have the contents of the meetings met your expectations?

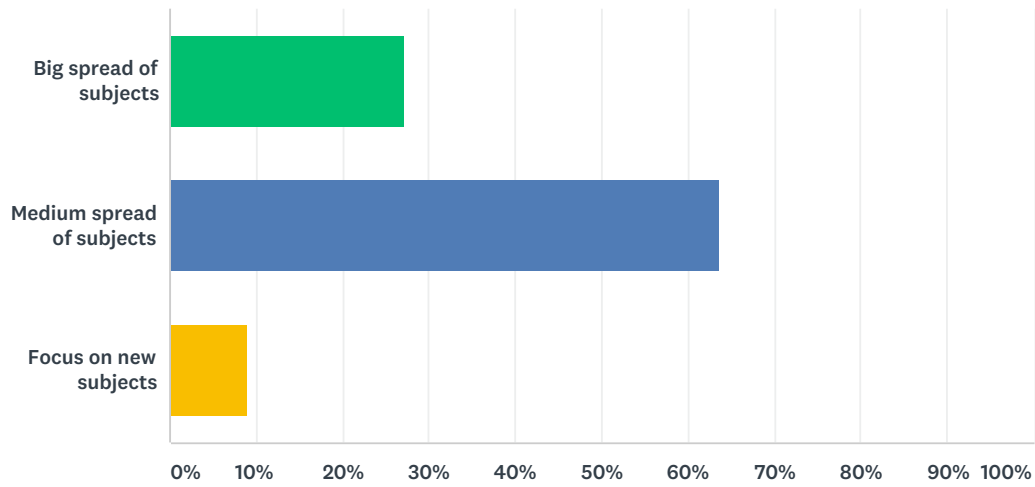
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	90,91%	10
Partly	9,09%	1
No	0,00%	0
<b>TOTAL</b>		<b>11</b>

### Q10 How many different subjects have been dealt with in the meetings?

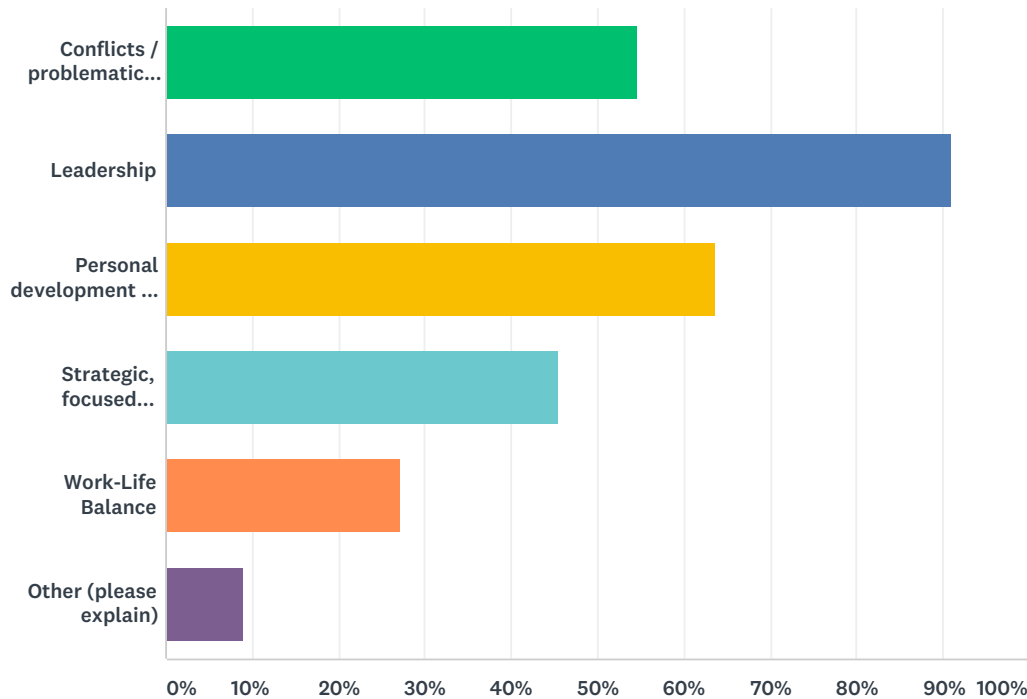
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Big spread of subjects	27,27%	3
Medium spread of subjects	63,64%	7
Focus on new subjects	9,09%	1
<b>TOTAL</b>		<b>11</b>

**Q11 Which subjects have been most important for you?(With this question we do not want to break the confidentiality from 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)**

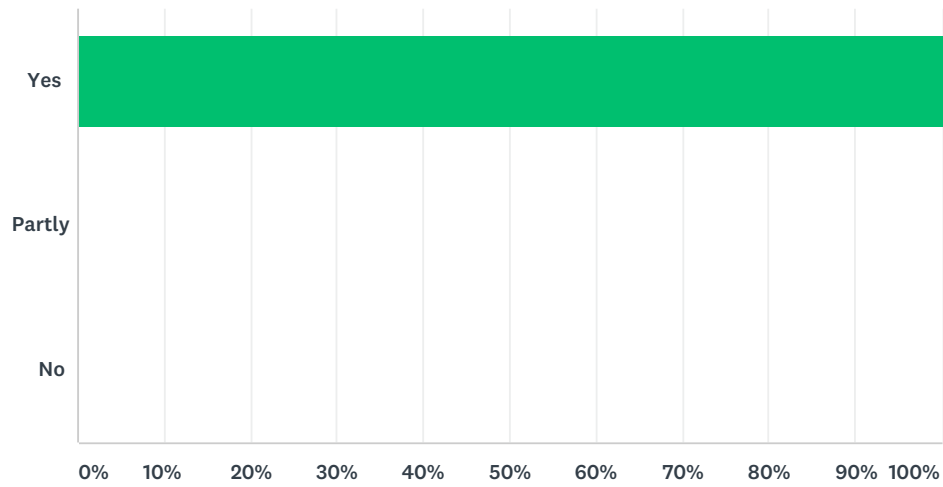
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Conflicts / problematic situations - issues	54,55%	6
Leadership	90,91%	10
Personal development / career(planning)	63,64%	7
Strategic, focused relationship with clients, superiors and colleagues	45,45%	5
Work-Life Balance	27,27%	3
Other (please explain)	9,09%	1
Nombre total de participants : 11		

## Q12 Did the Mentee-Mentor Matching satisfy you?

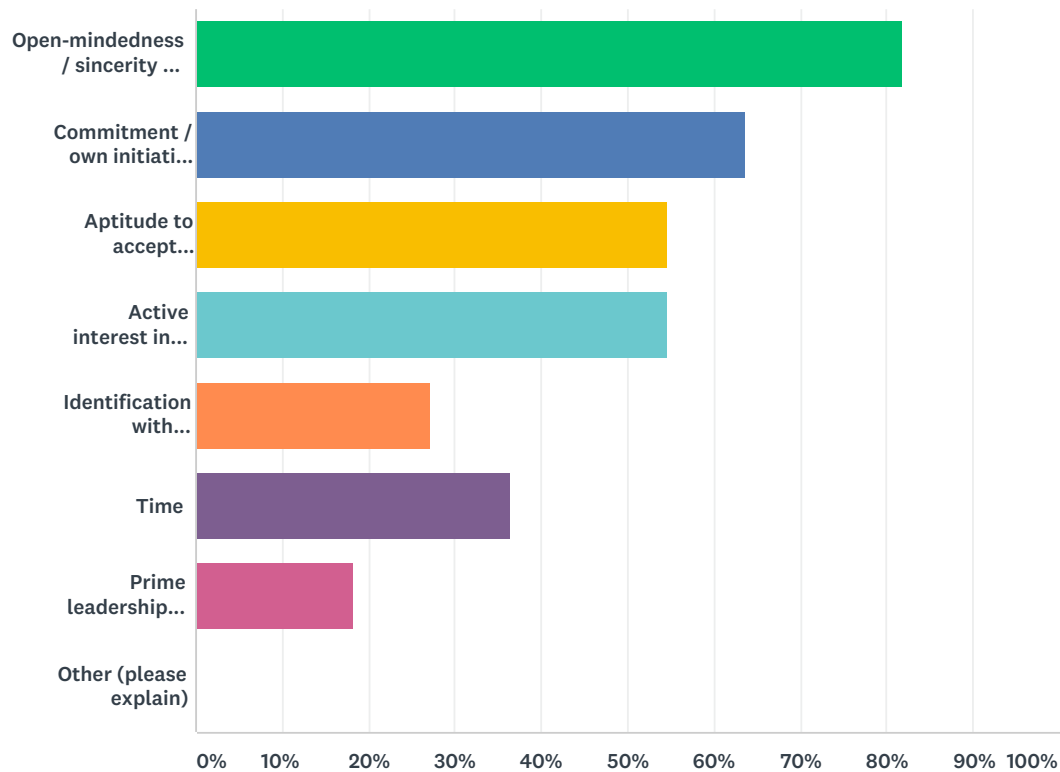
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	100,00%	11
Partly	0,00%	0
No	0,00%	0
<b>TOTAL</b>		<b>11</b>

### Q13 Which challenges should unconditionally be addressed to a Mentee in a Cross-Mentoring Program?

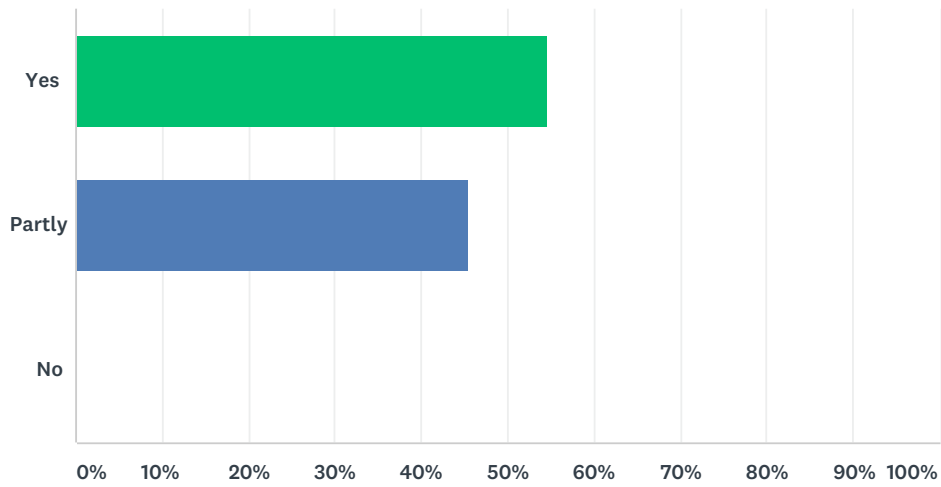
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Open-mindedness / sincerity / inclination to learn and change	81,82%	9
Commitment / own initiative / self-responsibility / patience	63,64%	7
Aptitude to accept criticism / sincerity	54,55%	6
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	54,55%	6
Identification with Cross-Mentoring Program	27,27%	3
Time	36,36%	4
Prime leadership experience	18,18%	2
Other (please explain)	0,00%	0
Nombre total de participants : 11		

### Q14 When asked, would your Mentor consider you a „good“ Mentee?

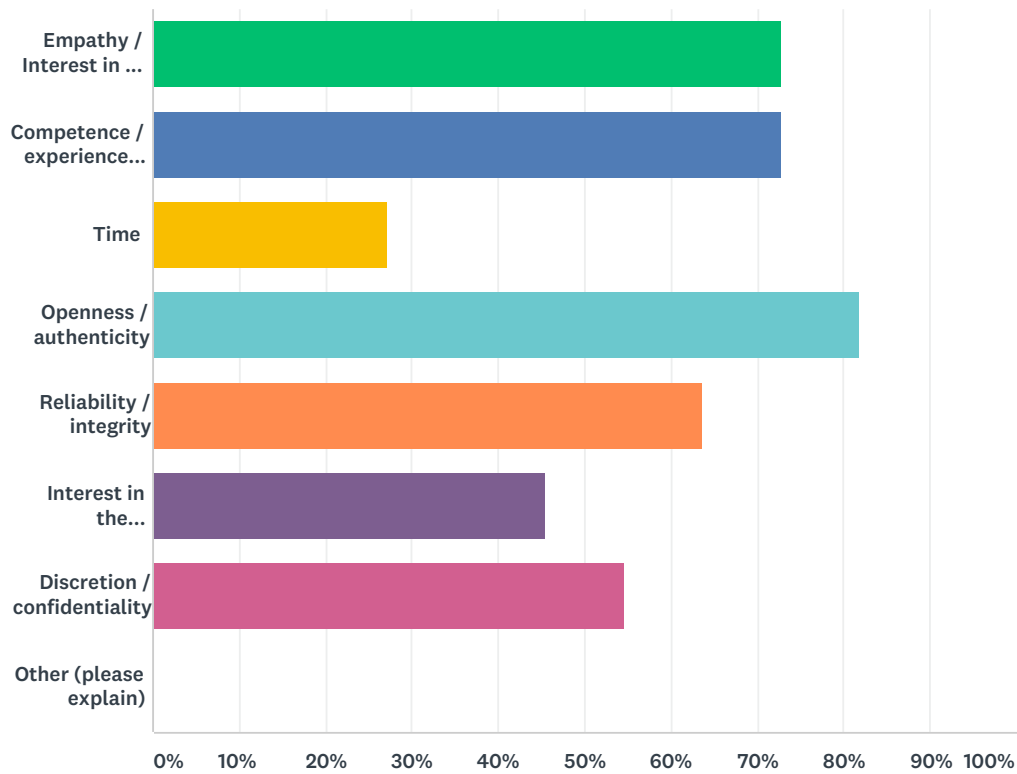
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Yes	54,55%	6
Partly	45,45%	5
No	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q15 Which requirements should unconditionally be addressed to a Mentor in a Cross-Mentoring Program?

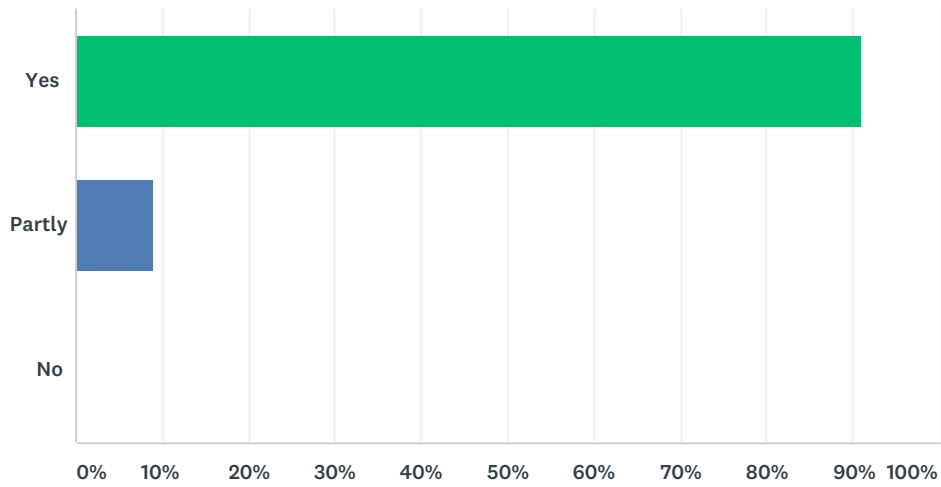
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Empathy / Interest in the Mentee, in other people / active listener	72,73%	8
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	72,73%	8
Time	27,27%	3
Openness / authenticity	81,82%	9
Reliability / integrity	63,64%	7
Interest in the Cross-Mentoring Program	45,45%	5
Discretion / confidentiality	54,55%	6
Other (please explain)	0,00%	0
Nombre total de participants : 11		

## Q16 Did your Mentor live up to these expectations?

Réponses obtenues : 11 Question ignorée : 0

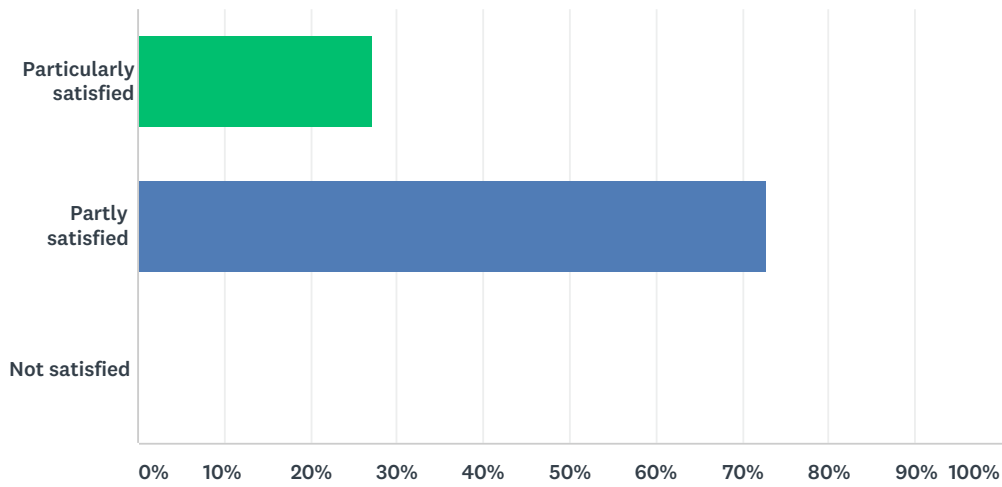


CHOIX DE RÉPONSES	RÉPONSES	
Yes	90,91%	10
Partly	9,09%	1
No	0,00%	0
<b>TOTAL</b>		<b>11</b>



### Q17 ...with the results, that means with the foreseeable (professional) changes or those already realized

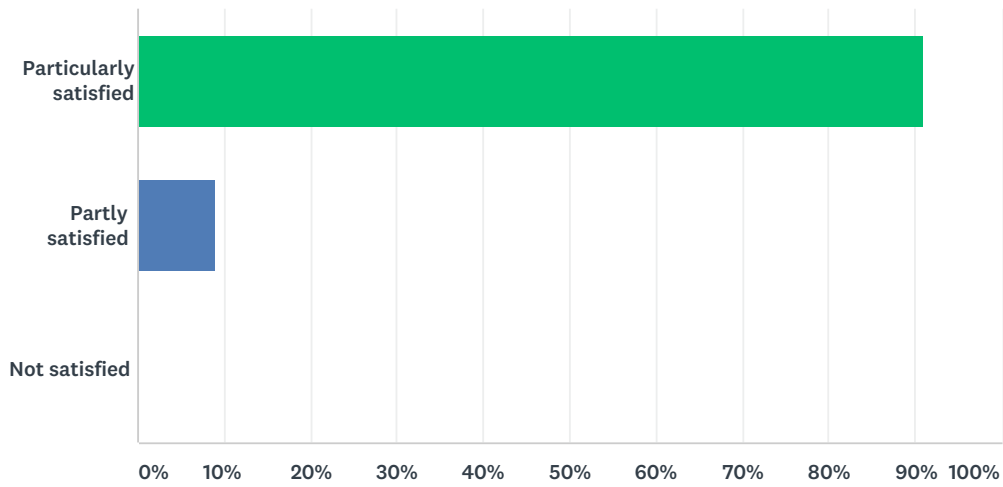
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Particularly satisfied	27,27%	3
Partly satisfied	72,73%	8
Not satisfied	0,00%	0
<b>TOTAL</b>		<b>11</b>

### Q18 ...with the contact towards your Mentor?

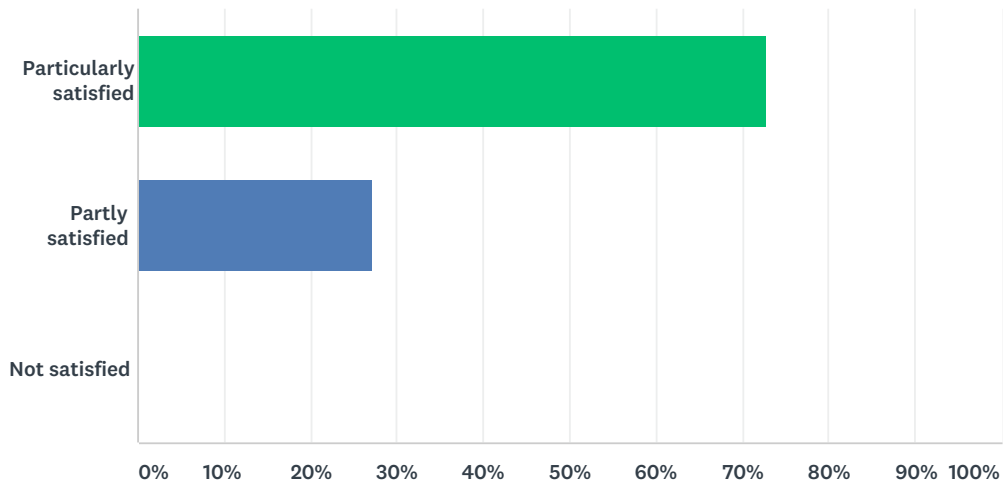
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Particularly satisfied	90,91%	10
Partly satisfied	9,09%	1
Not satisfied	0,00%	0
<b>TOTAL</b>		<b>11</b>

### Q19 ...with the quarterly reflection workshops for Mentees ?

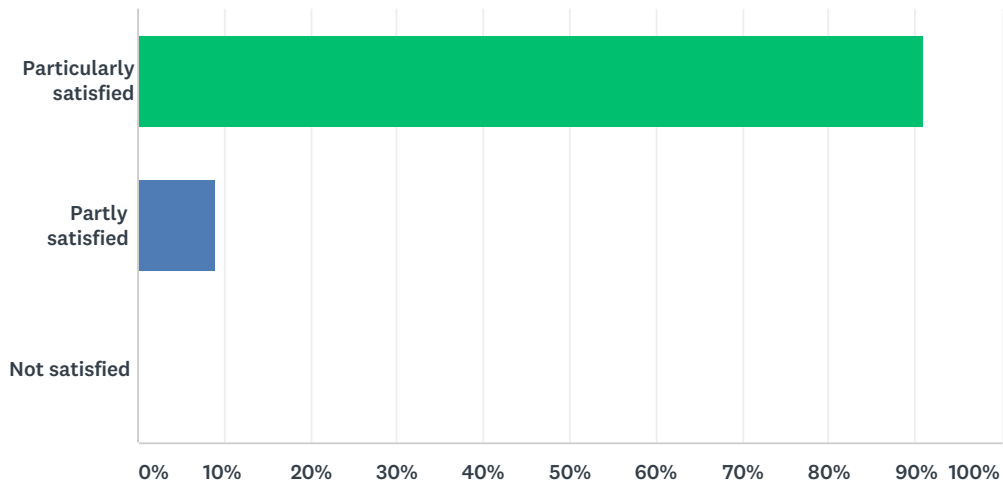
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Particularly satisfied	72,73%	8
Partly satisfied	27,27%	3
Not satisfied	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q20 ...with the professional coaching sessions?

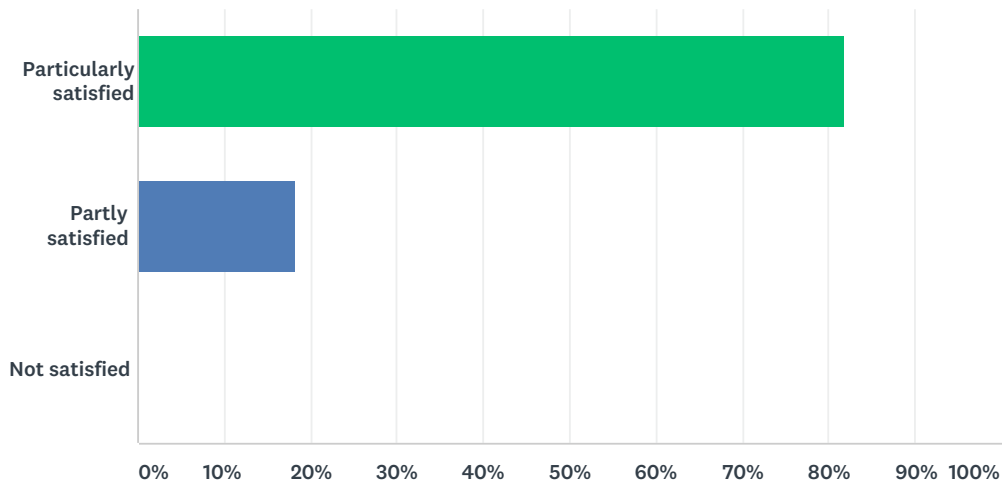
Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Particularly satisfied	90,91%	10
Partly satisfied	9,09%	1
Not satisfied	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q21 ...with the assistance and support through the organization team before and during the Cross-Mentoring Program?

Réponses obtenues : 11 Question ignorée : 0



CHOIX DE RÉPONSES	RÉPONSES	
Particularly satisfied	81,82%	9
Partly satisfied	18,18%	2
Not satisfied	0,00%	0
<b>TOTAL</b>		<b>11</b>

## Q22 What would you like to mention to us in the end?

Réponses obtenues : 5    Question ignorée : 6