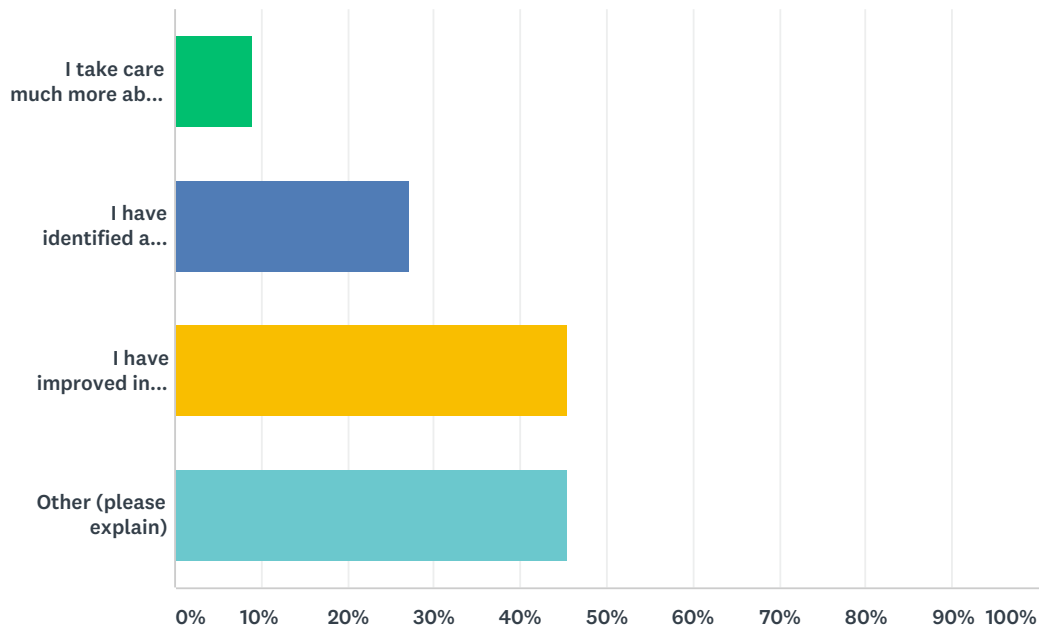


Q1 What did change for you during the Cross-Mentoring Program? (more than one answer possible)

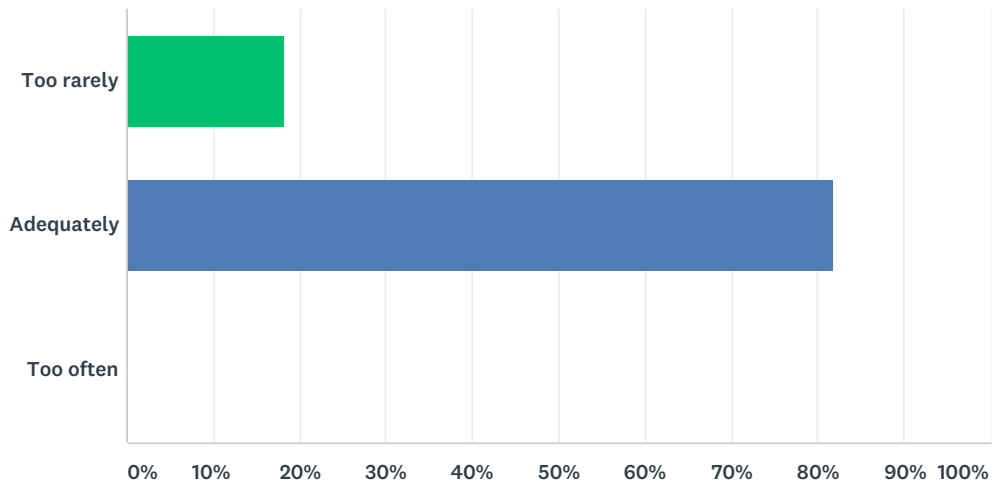
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|--|----------|---|
| I take care much more about my high potential female colleagues (only applicable in case you had a female Mentee) | 9,09% | 1 |
| I have identified at least one female colleague in my area who is worth being promoted (only applicable in case you had a female Mentee) | 27,27% | 3 |
| I have improved in using my leadership capacities | 45,45% | 5 |
| Other (please explain) | 45,45% | 5 |
| Nombre total de participants : 11 | | |

Q2 How often did you meet with your Mentee personally?

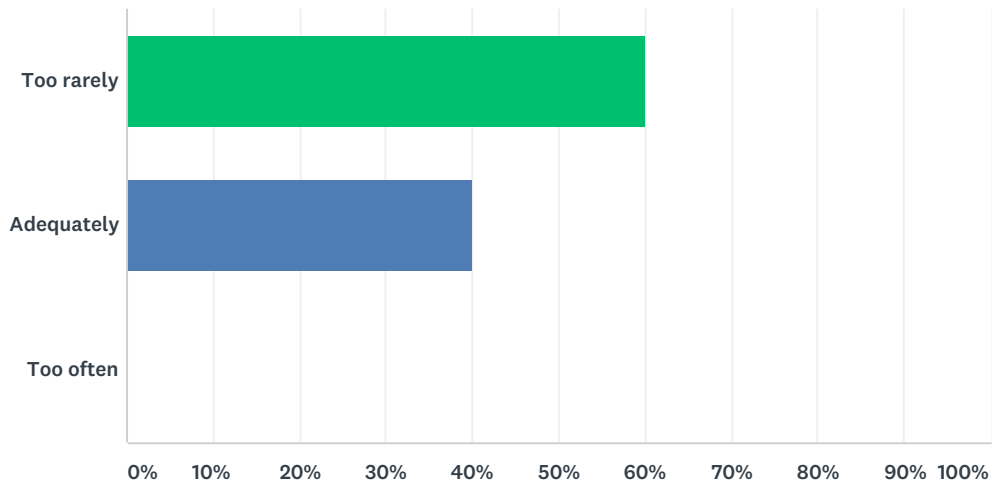
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Too rarely | 18,18% | 2 |
| Adequately | 81,82% | 9 |
| Too often | 0,00% | 0 |
| TOTAL | | 11 |

Q3 How often did you talk with your Mentee by phone?

Réponses obtenues : 10 Question ignorée : 1



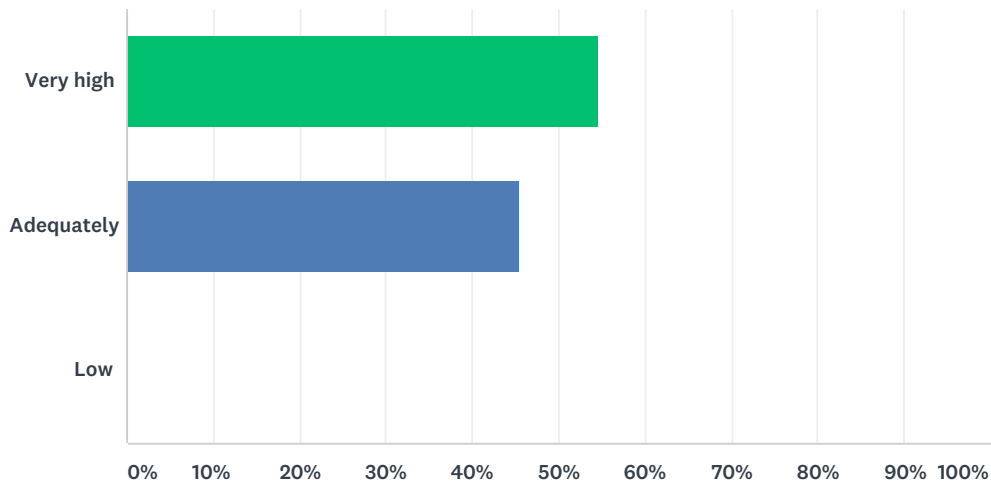
| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Too rarely | 60,00% | 6 |
| Adequately | 40,00% | 4 |
| Too often | 0,00% | 0 |
| TOTAL | | 10 |

Q4 If applicable: Which were the reasons for not enough /too many meetings and phone calls with your Mentee?

Réponses obtenues : 7 Question ignorée : 4

Q5 How do you evaluate the quality of your meetings with your Mentee?

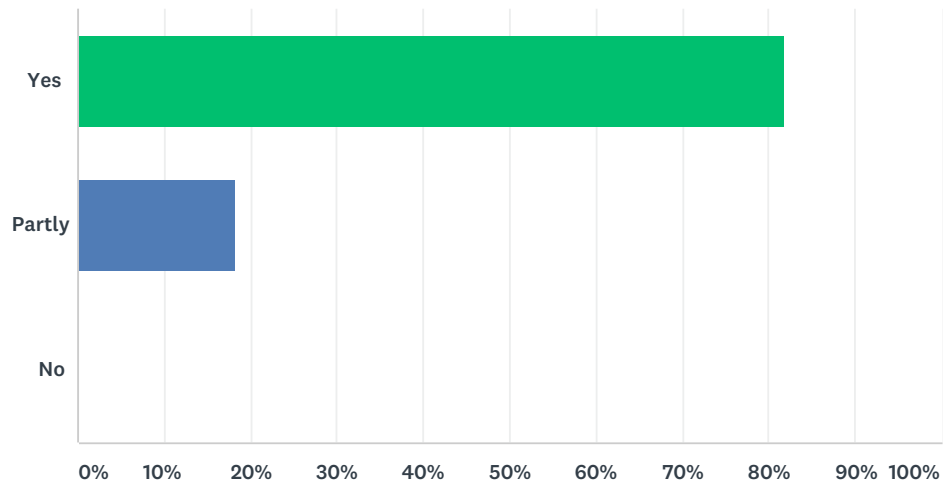
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Very high | 54,55% | 6 |
| Adequately | 45,45% | 5 |
| Low | 0,00% | 0 |
| TOTAL | | 11 |

Q6 Have the contents of the meetings met your expectations?

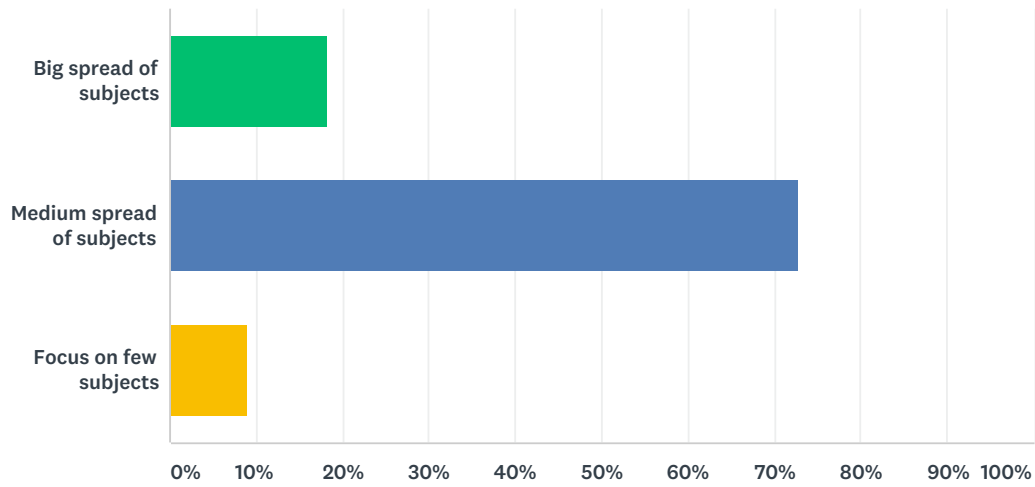
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Yes | 81,82% | 9 |
| Partly | 18,18% | 2 |
| No | 0,00% | 0 |
| TOTAL | | 11 |

Q7 How many different subjects have been delt with in your meetings?

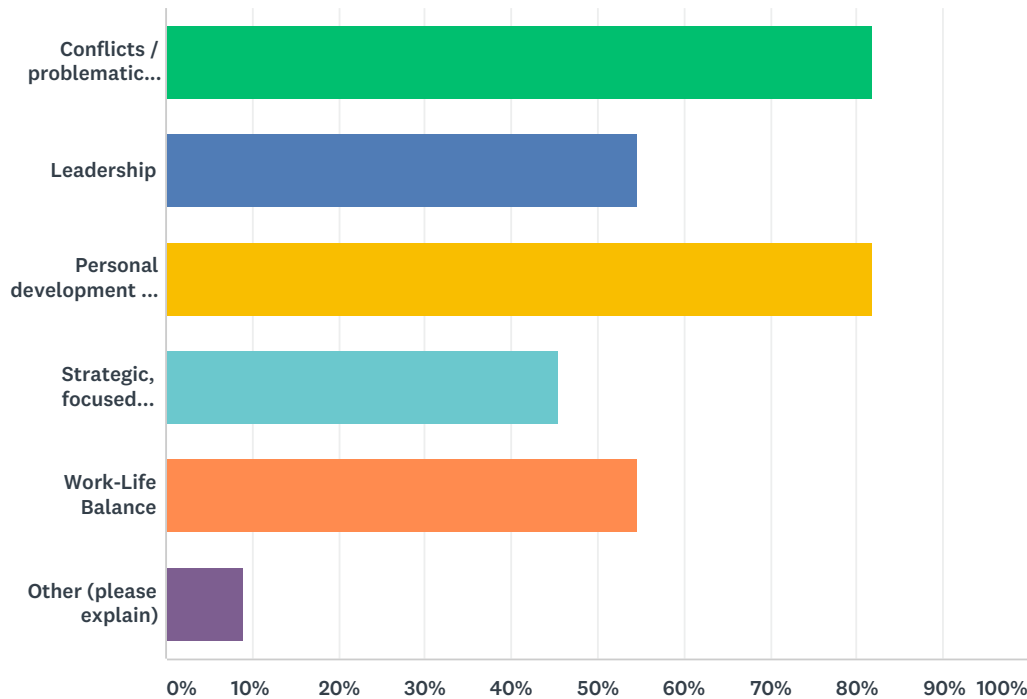
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|---------------------------|----------|-----------|
| Big spread of subjects | 18,18% | 2 |
| Medium spread of subjects | 72,73% | 8 |
| Focus on few subjects | 9,09% | 1 |
| TOTAL | | 11 |

Q8 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)

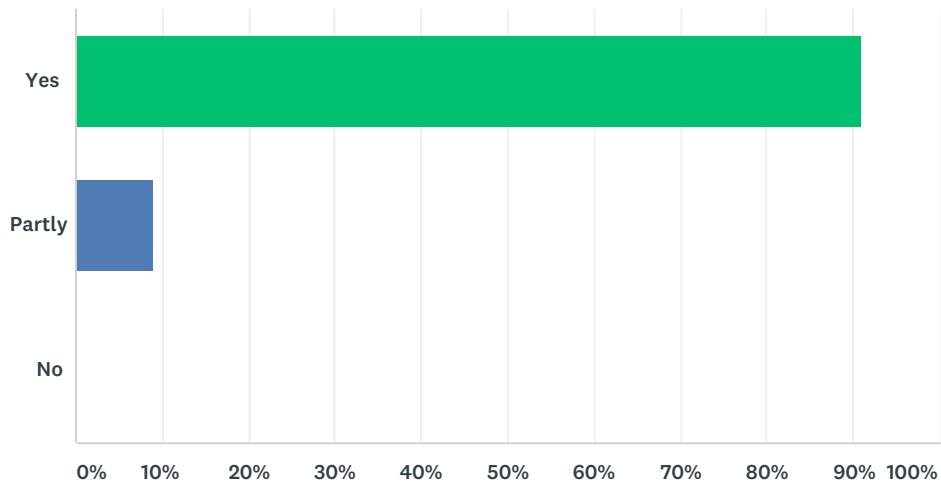
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|--|----------|---|
| Conflicts / problematic situations - issues | 81,82% | 9 |
| Leadership | 54,55% | 6 |
| Personal development / career(planning) | 81,82% | 9 |
| Strategic, focused relationship with clients, superiors and colleagues | 45,45% | 5 |
| Work-Life Balance | 54,55% | 6 |
| Other (please explain) | 9,09% | 1 |
| Nombre total de participants : 11 | | |

Q9 Did the Mentee-Mentor Matching satisfy you?

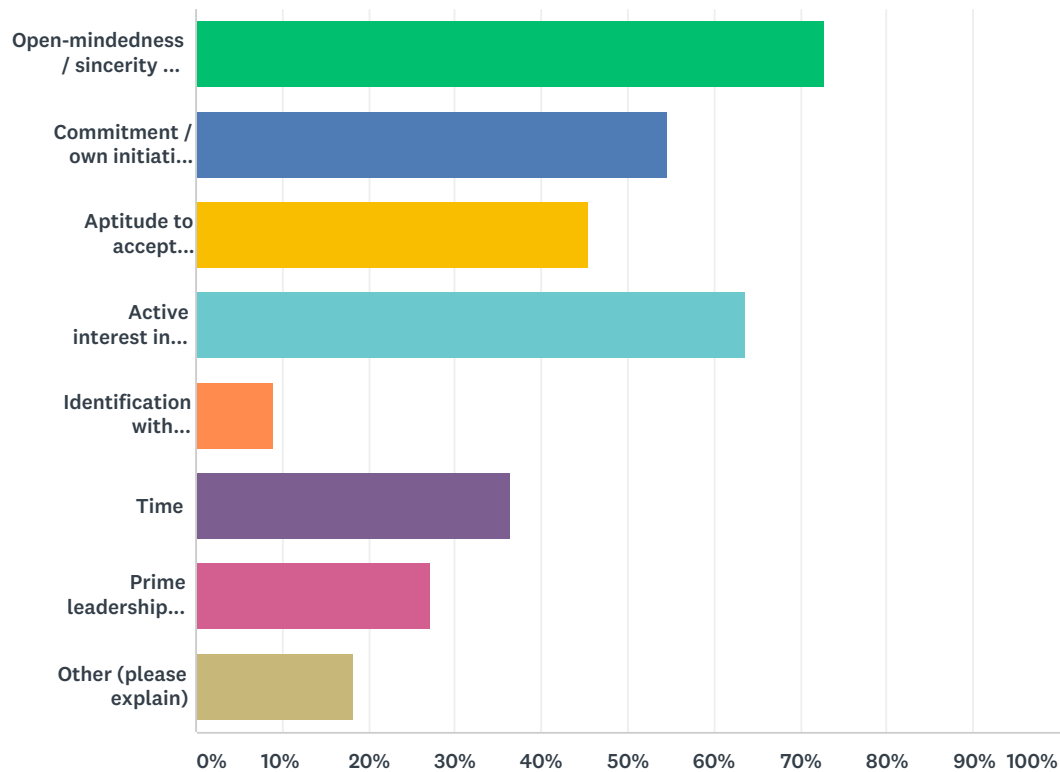
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Yes | 90,91% | 10 |
| Partly | 9,09% | 1 |
| No | 0,00% | 0 |
| TOTAL | | 11 |

Q10 Which challenges should unconditionally be addressed to a Mentee in a Cross-Mentoring Program?

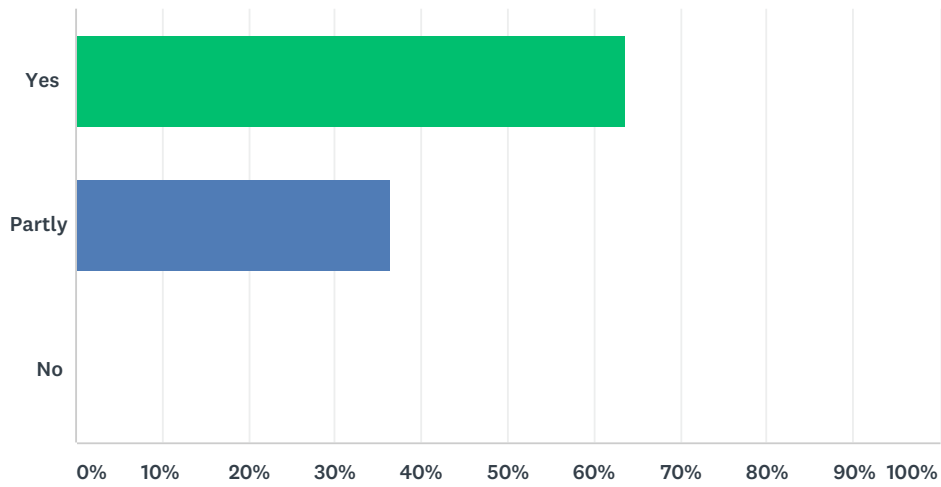
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|--|----------|---|
| Open-mindedness / sincerity / inclination to learn and change | 72,73% | 8 |
| Commitment / own initiative / self-responsibility / patience | 54,55% | 6 |
| Aptitude to accept criticism / sincerity | 45,45% | 5 |
| Active interest in personal development / carrier (as well as appropriate opportunity within the firm) | 63,64% | 7 |
| Identification with Cross-Mentoring Program | 9,09% | 1 |
| Time | 36,36% | 4 |
| Prime leadership experience | 27,27% | 3 |
| Other (please explain) | 18,18% | 2 |
| Nombre total de participants : 11 | | |

Q11 Did your Mentee live up to the expectations?

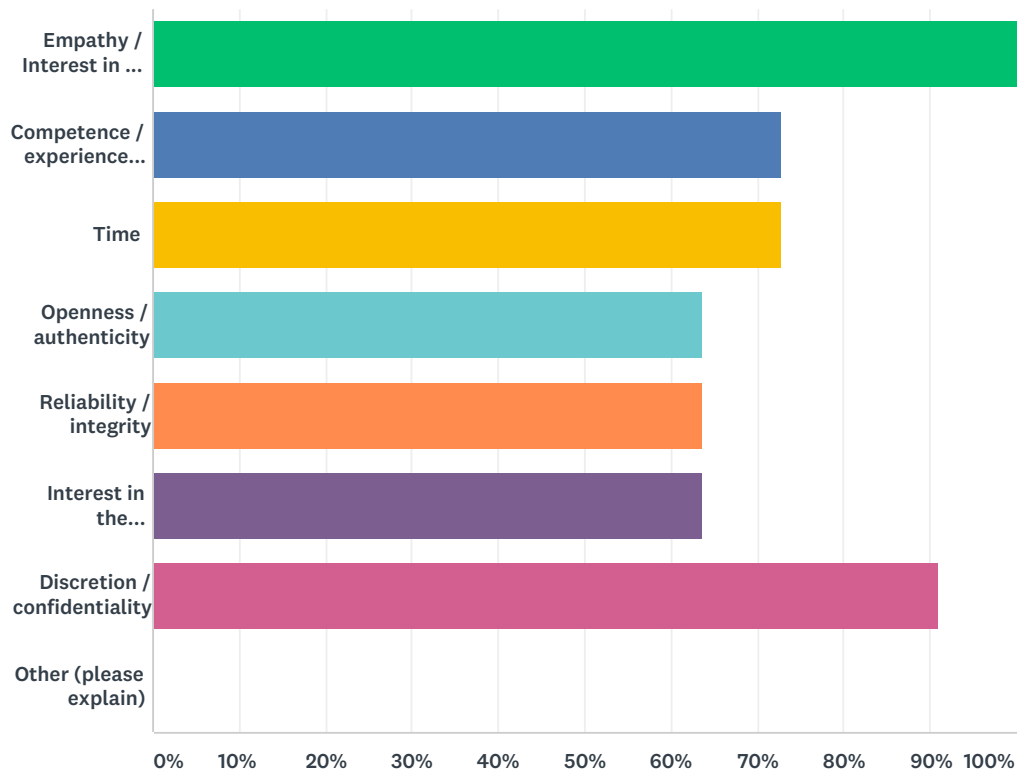
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Yes | 63,64% | 7 |
| Partly | 36,36% | 4 |
| No | 0,00% | 0 |
| TOTAL | | 11 |

Q12 Which requirements should unconditionally be addressed to a Mentor in a Cross-Mentoring Program?

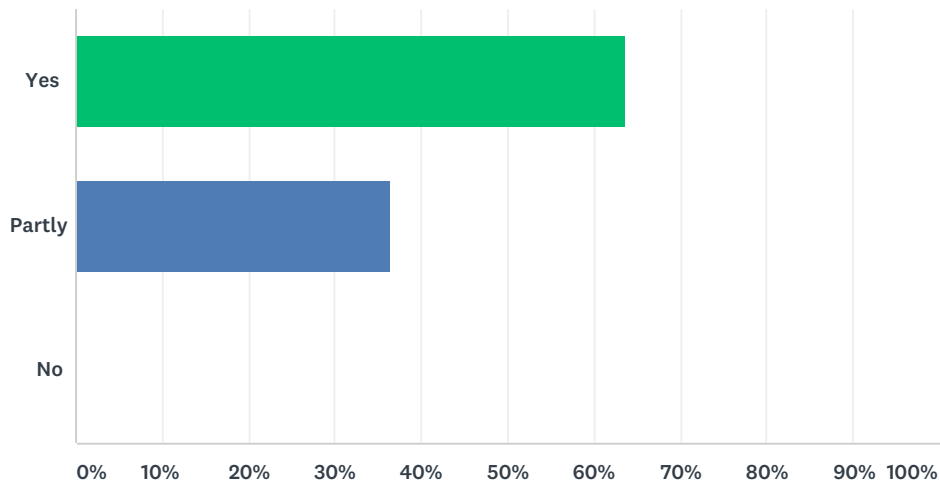
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|--|----------|----|
| Empathy / Interest in the Mentee, in other people / active listener | 100,00% | 11 |
| Competence / experience (particularly leadership!) / interesting CV / Senior Manager | 72,73% | 8 |
| Time | 72,73% | 8 |
| Openness / authenticity | 63,64% | 7 |
| Reliability / integrity | 63,64% | 7 |
| Interest in the Cross-Mentoring Program | 63,64% | 7 |
| Discretion / confidentiality | 90,91% | 10 |
| Other (please explain) | 0,00% | 0 |
| Nombre total de participants : 11 | | |

Q13 If we would ask your Mentee, would she/he consider you as a „good Mentor“?

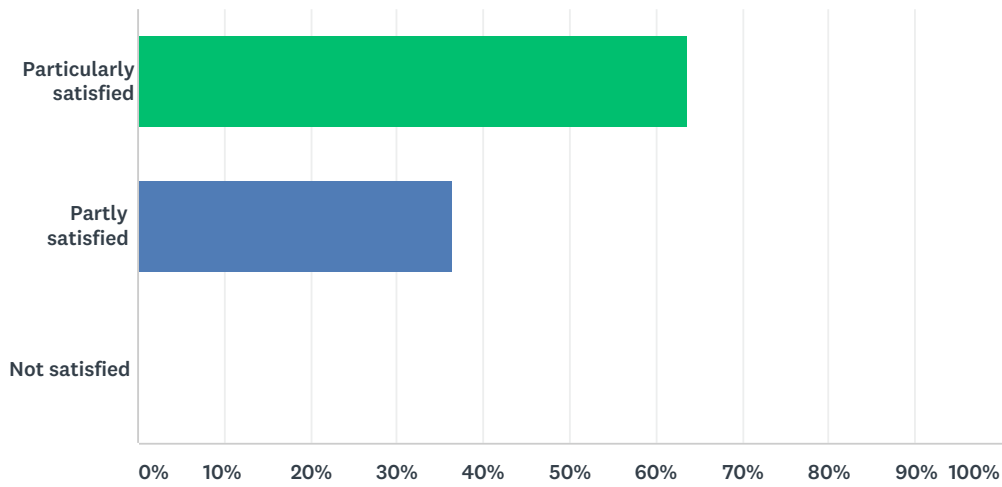
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|-------------------|----------|-----------|
| Yes | 63,64% | 7 |
| Partly | 36,36% | 4 |
| No | 0,00% | 0 |
| TOTAL | | 11 |

Q14 ...with the experiences and conclusions which you have gained yourself with the Cross-Mentoring Program?

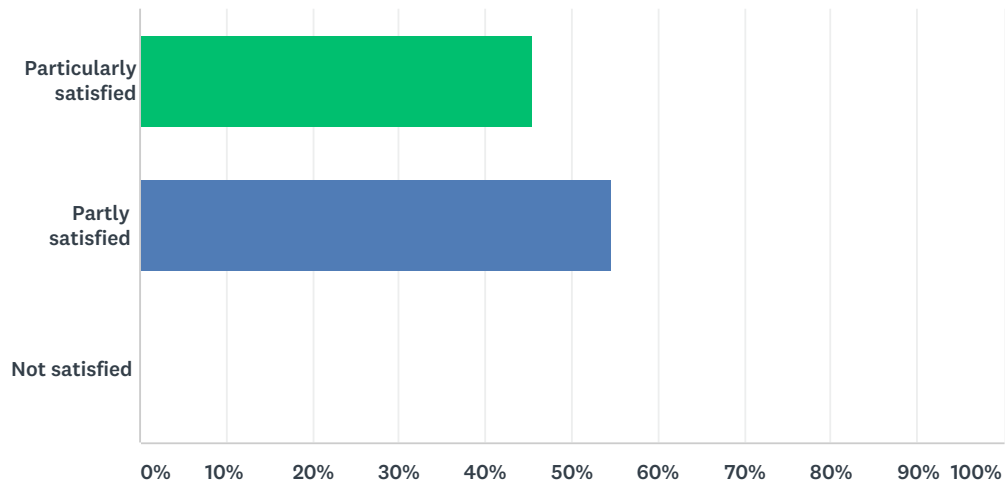
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|-----------|
| Particularly satisfied | 63,64% | 7 |
| Partly satisfied | 36,36% | 4 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 11 |

Q15 ...with the personal and professional development of your Mentee?

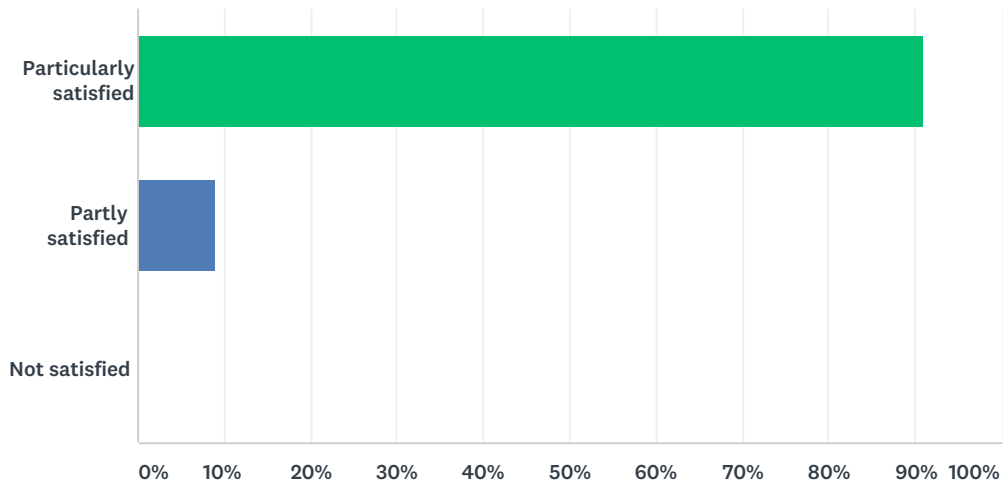
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|-----------|
| Particularly satisfied | 45,45% | 5 |
| Partly satisfied | 54,55% | 6 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 11 |

Q16 ...with the contact to your Mentee?

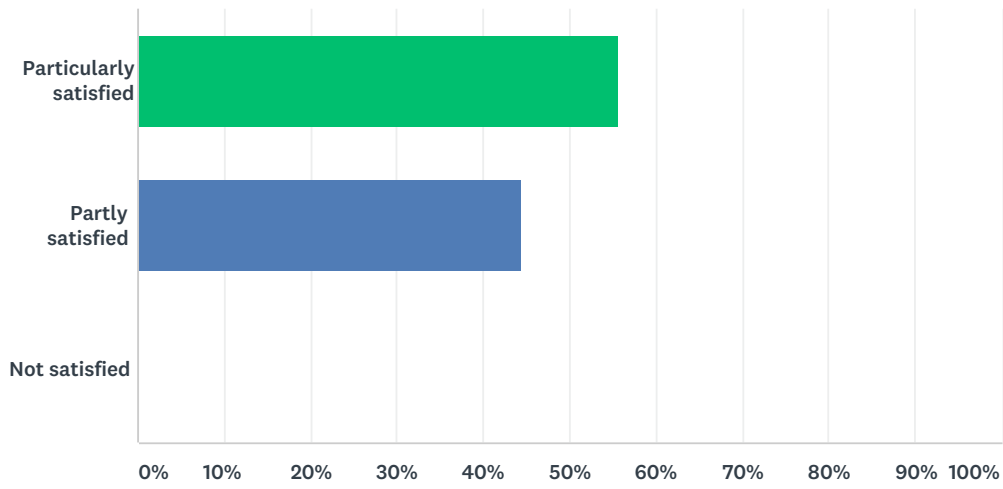
Réponses obtenues : 11 Question ignorée : 0



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|-----------|
| Particularly satisfied | 90,91% | 10 |
| Partly satisfied | 9,09% | 1 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 11 |

Q17 ...with the Mentor Master Classes?

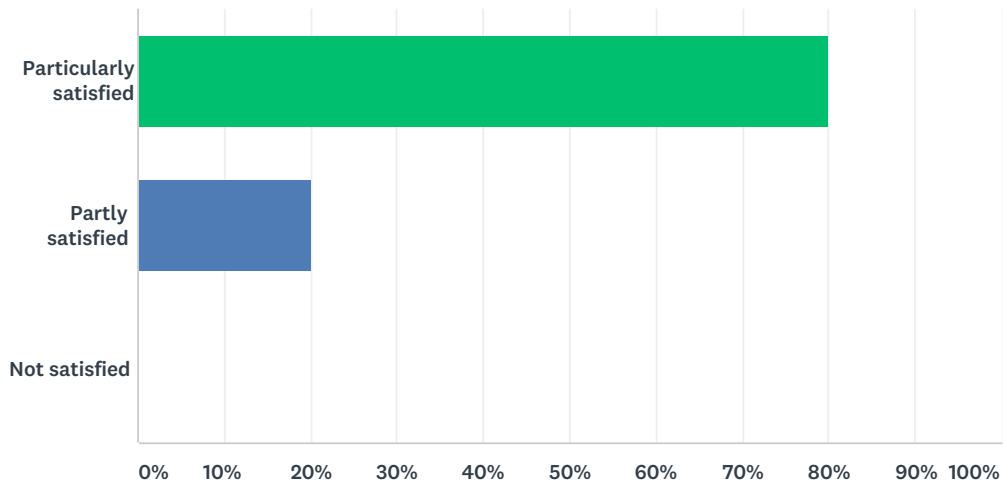
Réponses obtenues : 9 Question ignorée : 2



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|----------|
| Particularly satisfied | 55,56% | 5 |
| Partly satisfied | 44,44% | 4 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 9 |

Q18 ...with the professional coaching sessions (if applicable)?

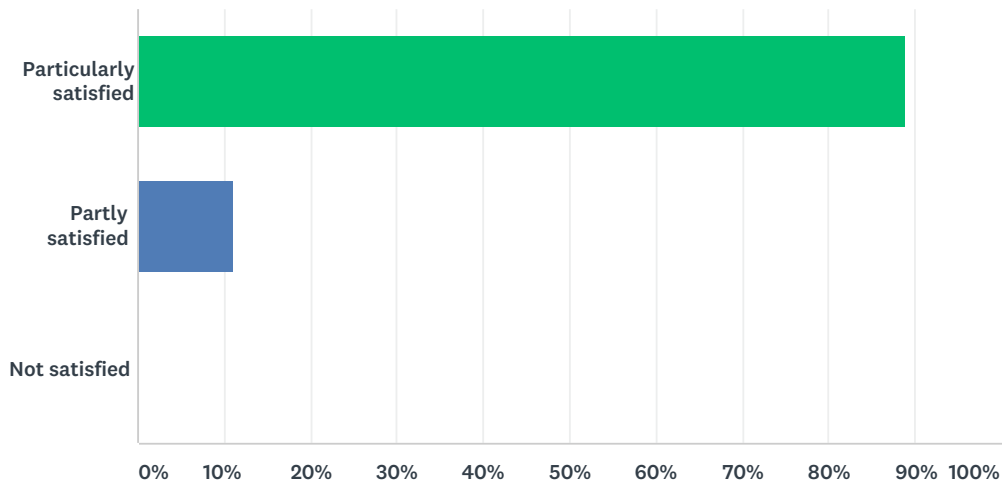
Réponses obtenues : 5 Question ignorée : 6



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|----------|
| Particularly satisfied | 80,00% | 4 |
| Partly satisfied | 20,00% | 1 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 5 |

Q19 ...with the assistance and support through the organization team before and during the Cross-Mentoring Program?

Réponses obtenues : 9 Question ignorée : 2



| CHOIX DE RÉPONSES | RÉPONSES | |
|------------------------|----------|----------|
| Particularly satisfied | 88,89% | 8 |
| Partly satisfied | 11,11% | 1 |
| Not satisfied | 0,00% | 0 |
| TOTAL | | 9 |

Q20 What would you like to mention to us in the end?

Réponses obtenues : 8 Question ignorée : 3