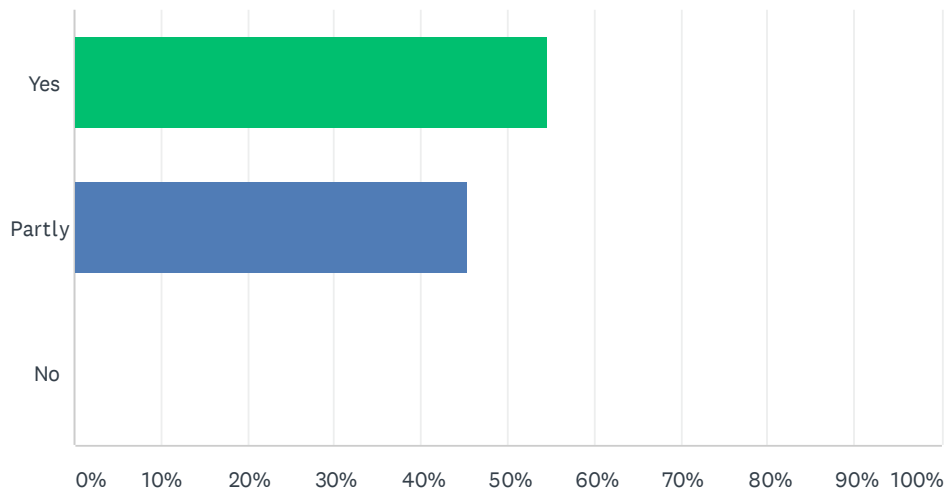


### Q1 If you would have a positive development during the next 6 months would you say that this is based on the Cross-Mentoring Program?

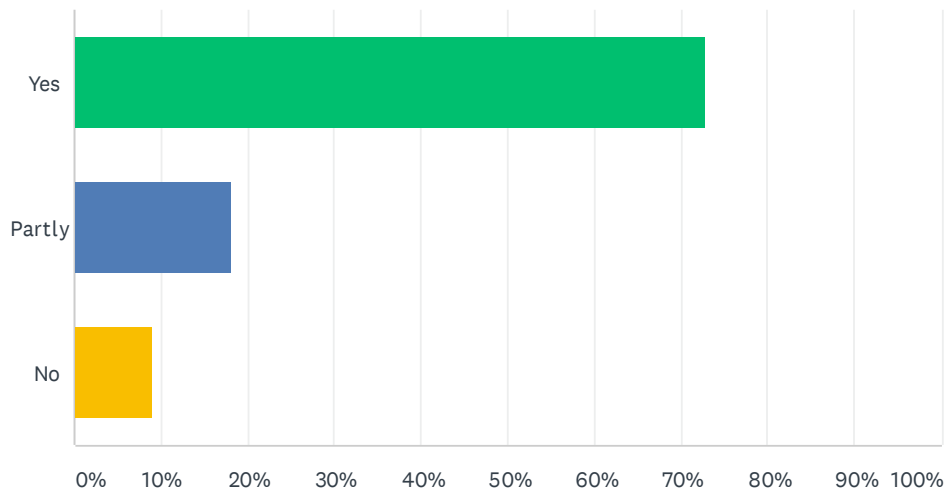
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	54.55%	6
Partly	45.45%	5
No	0.00%	0
<b>TOTAL</b>		<b>11</b>

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

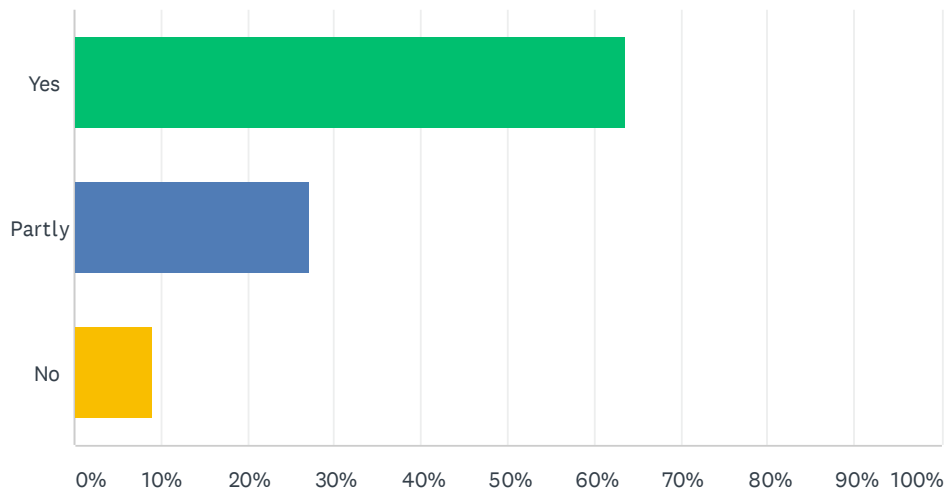
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	72.73%	8
Partly	18.18%	2
No	9.09%	1
TOTAL		11

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

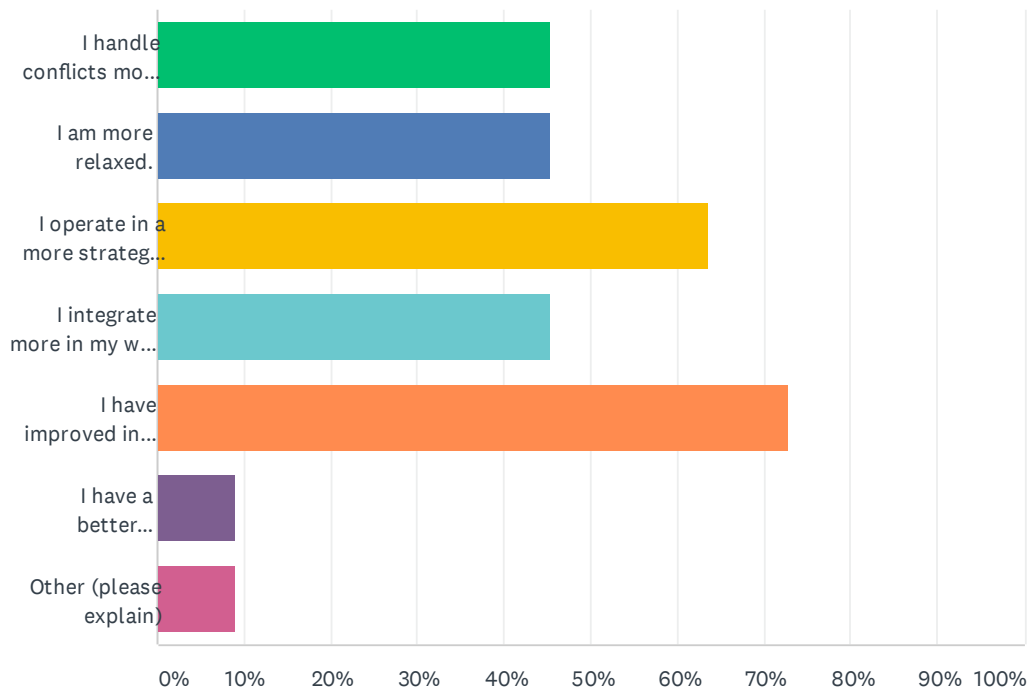
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	63.64%	7
Partly	27.27%	3
No	9.09%	1
<b>TOTAL</b>		<b>11</b>

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

Answered: 11 Skipped: 0

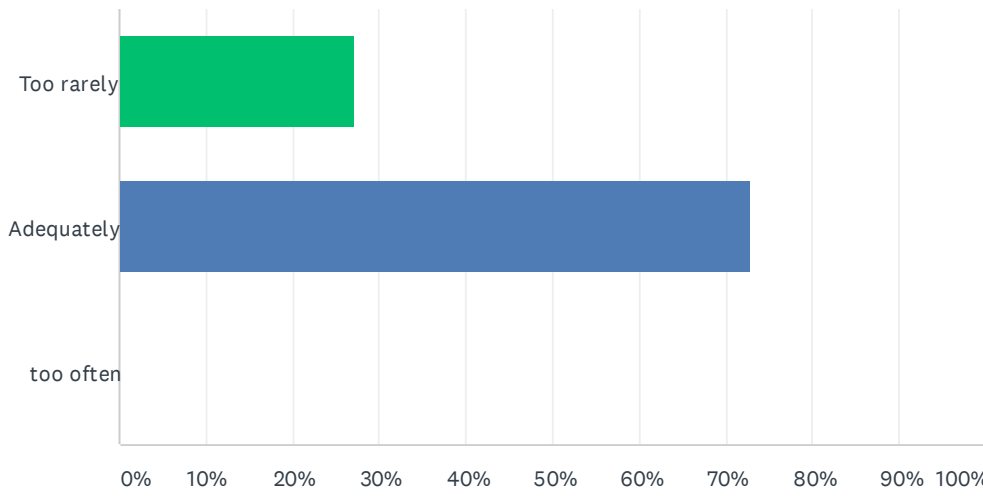


ANSWER CHOICES	RESPONSES
I handle conflicts more efficiently.	45.45% 5
I am more relaxed.	45.45% 5
I operate in a more strategic way.	63.64% 7
I integrate more in my work the „view over the edge of the plate“.	45.45% 5
I have improved in using my leadership capacities.	72.73% 8
I have a better Work-Life-Balance.	9.09% 1
Other (please explain)	9.09% 1
Total Respondents: 11	

#	OTHER (PLEASE EXPLAIN)	DATE
1	I am more aware and confident about my capabilities.	8/22/2020 10:22 AM

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

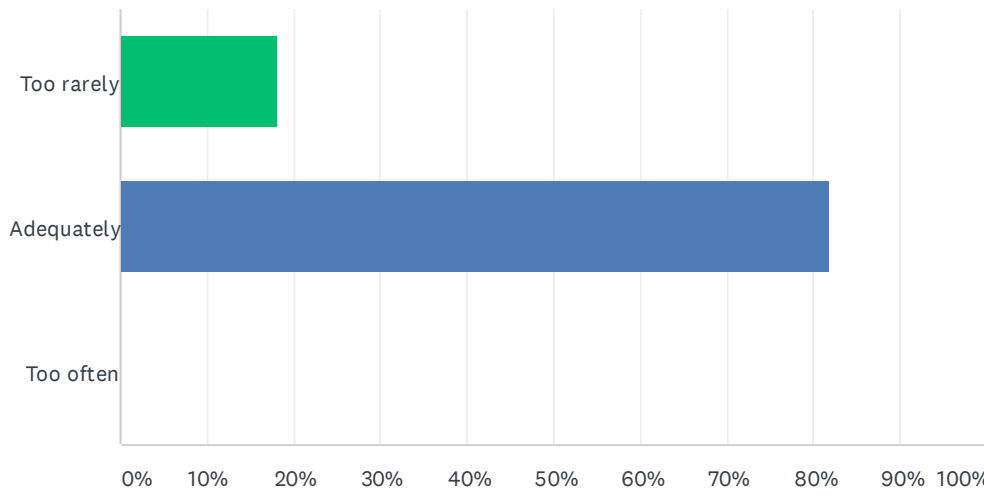
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	27.27%	3
Adequately	72.73%	8
too often	0.00%	0
<b>TOTAL</b>		<b>11</b>

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

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	18.18%	2
Adequately	81.82%	9
Too often	0.00%	0
<b>TOTAL</b>		<b>11</b>

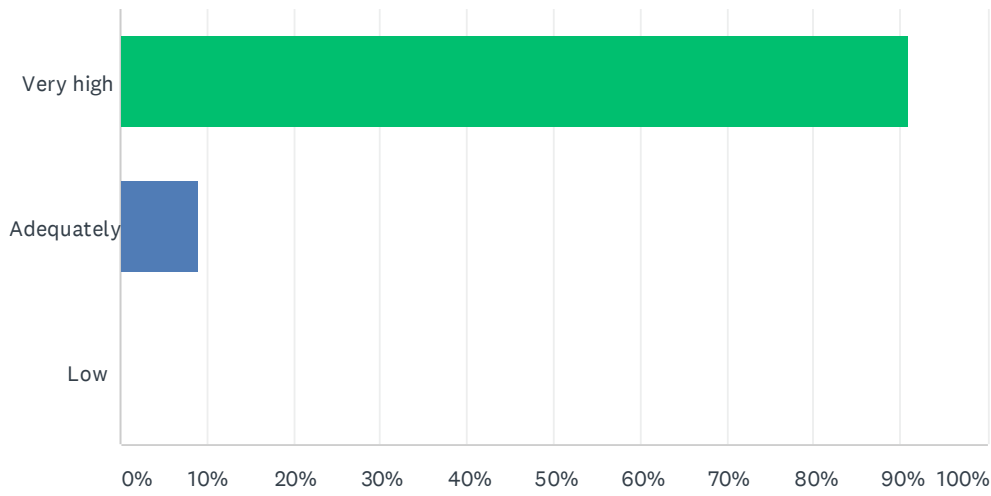
## Q7 If applicable: Which were the reasons for not enough/too many meetings and phone calls with your Mentor?

Answered: 5 Skipped: 6

#	RESPONSES	DATE
1	I had four meetings with my mentor as there was nobody available during a couple of months.	9/21/2020 9:57 AM
2	Clearly it was the Covid-19 Pandemic	9/18/2020 6:56 PM
3	The quarantine measures prevented face-to-face meetings, which we replaced with calls	9/17/2020 9:18 AM
4	We have meet every month. It was enough to cover all the topics.	9/3/2020 2:10 PM
5	Due to covid 19 we haven't met/talked as often as foreseen.	8/24/2020 8:21 AM

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

Answered: 11 Skipped: 0

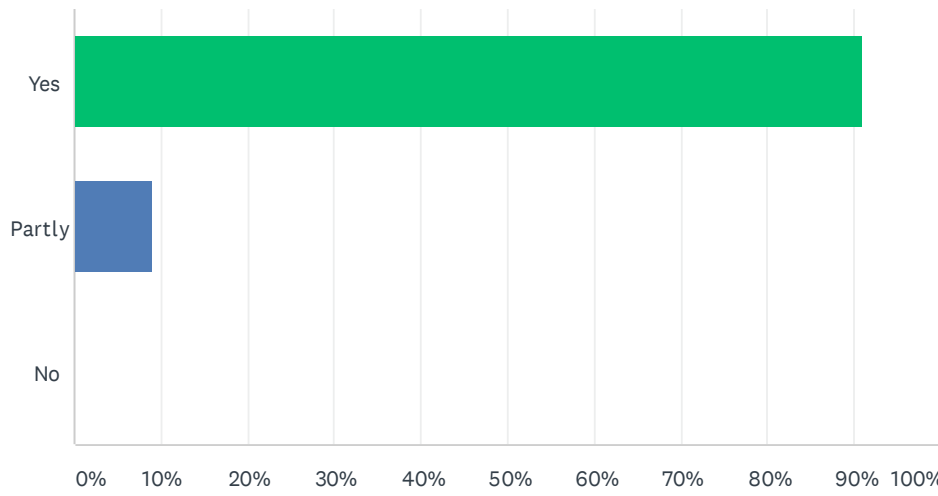


ANSWER CHOICES	RESPONSES	
Very high	90.91%	10
Adequately	9.09%	1
Low	0.00%	0
<b>TOTAL</b>		<b>11</b>



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

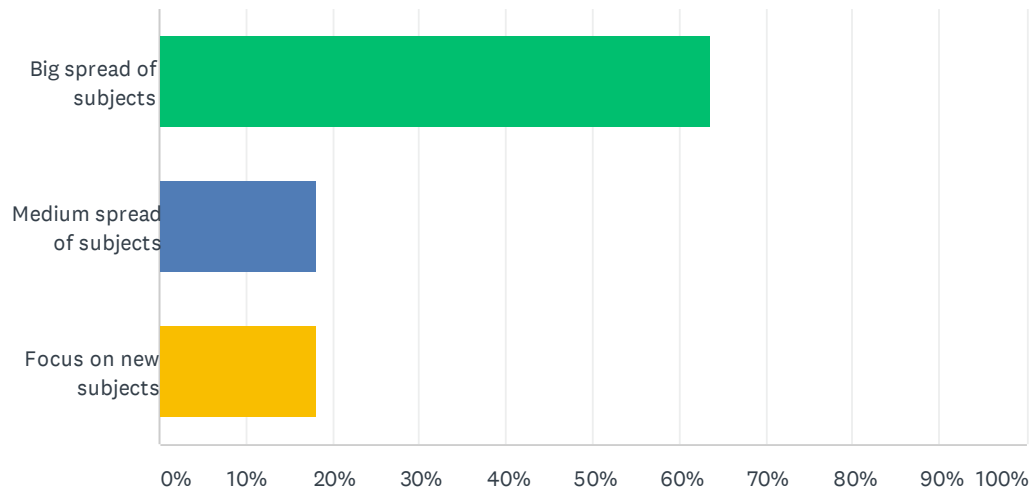
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
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?

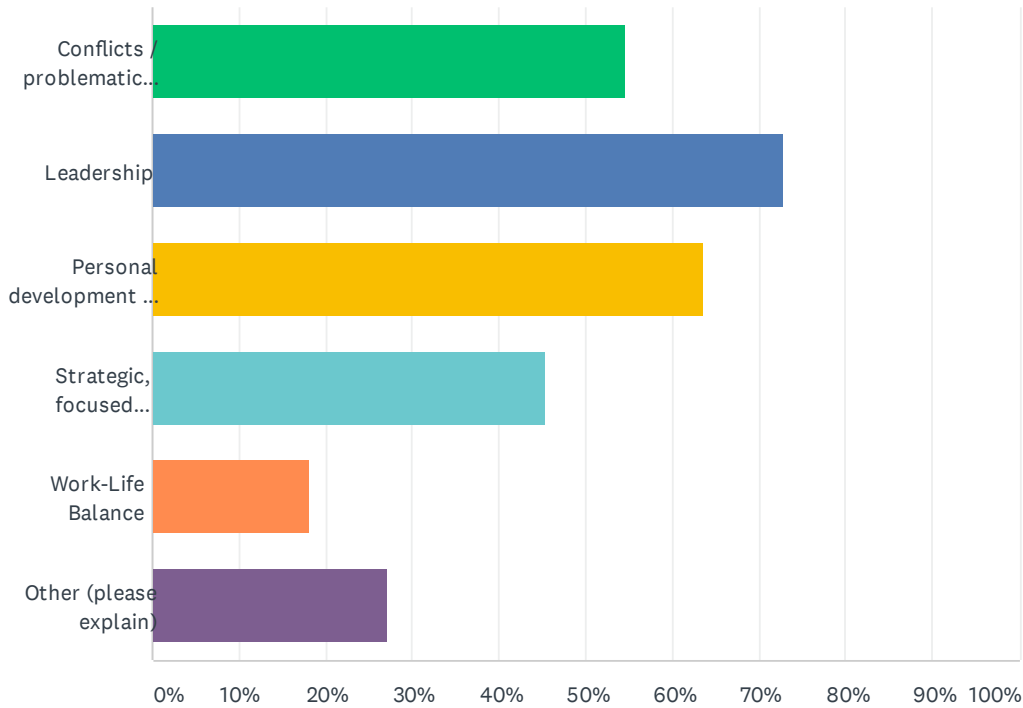
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Big spread of subjects	63.64%	7
Medium spread of subjects	18.18%	2
Focus on new subjects	18.18%	2
<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)**

Answered: 11 Skipped: 0

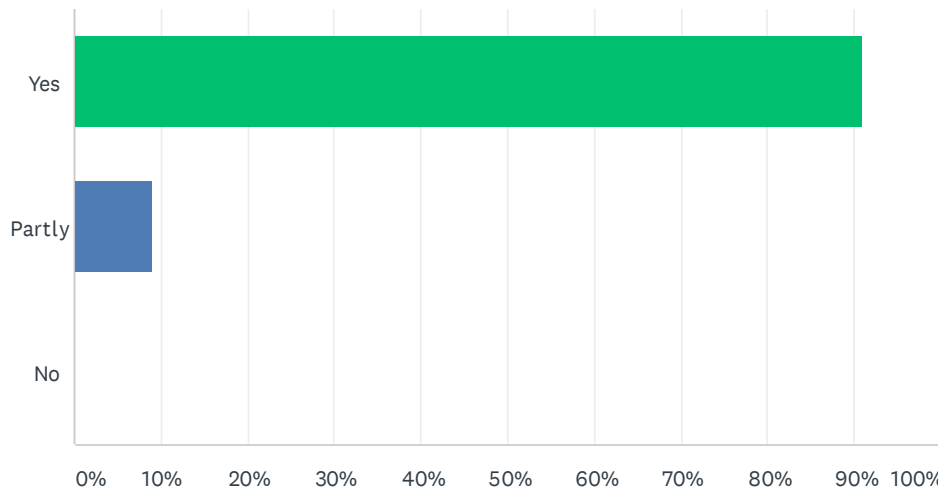


ANSWER CHOICES	RESPONSES
Conflicts / problematic situations - issues	54.55% 6
Leadership	72.73% 8
Personal development / career(planning)	63.64% 7
Strategic, focused relationship with clients, superiors and colleagues	45.45% 5
Work-Life Balance	18.18% 2
Other (please explain)	27.27% 3
Total Respondents: 11	

#	OTHER (PLEASE EXPLAIN)	DATE
1	Directorships	9/21/2020 9:57 AM
2	Communication	9/1/2020 3:39 PM
3	Values and offer (personal and professional values, communicate values, consciousness about values, consciousness about offer, interests, strenghts, demand)	8/22/2020 11:04 AM

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

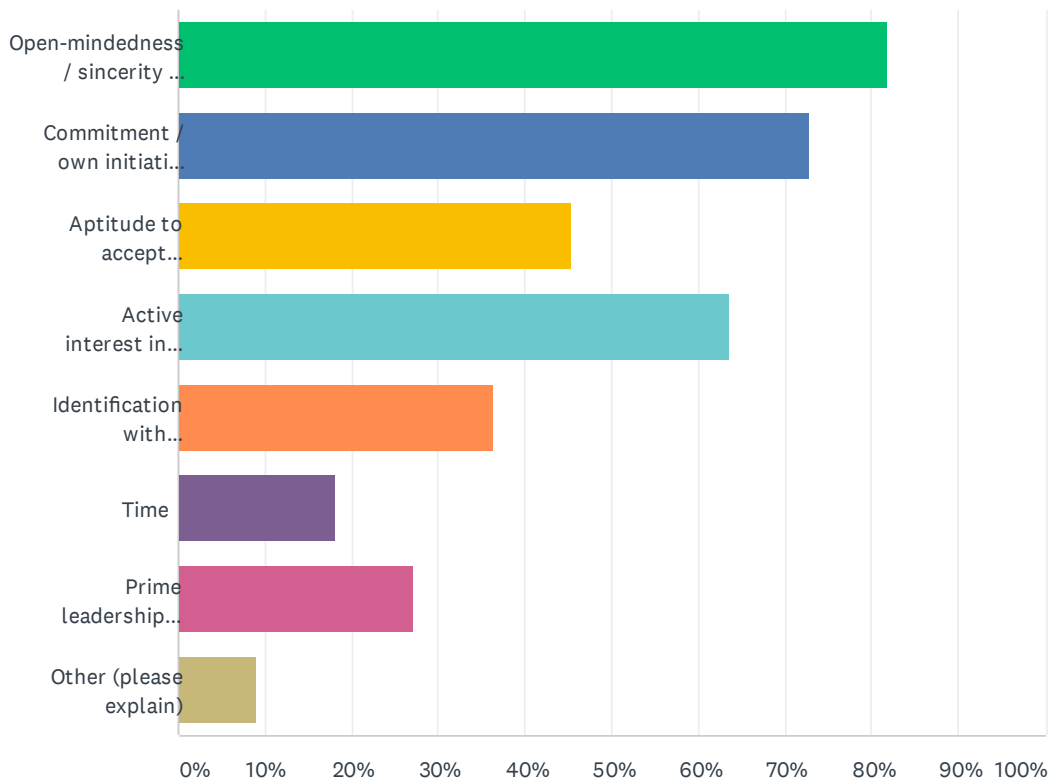
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.91%	10
Partly	9.09%	1
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?

Answered: 11 Skipped: 0

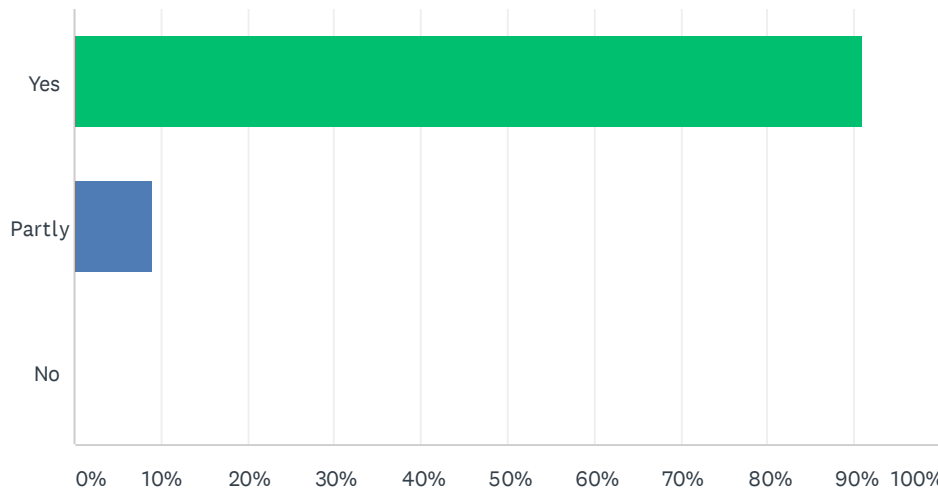


ANSWER CHOICES	RESPONSES
Open-mindedness / sincerity / inclination to learn and change	81.82% 9
Commitment / own initiative / self-responsibility / patience	72.73% 8
Aptitude to accept criticism / sincerity	45.45% 5
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	63.64% 7
Identification with Cross-Mentoring Program	36.36% 4
Time	18.18% 2
Prime leadership experience	27.27% 3
Other (please explain)	9.09% 1
Total Respondents: 11	

#	OTHER (PLEASE EXPLAIN)	DATE
1	Supporting environment, freedom to take time-out	8/22/2020 11:04 AM

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

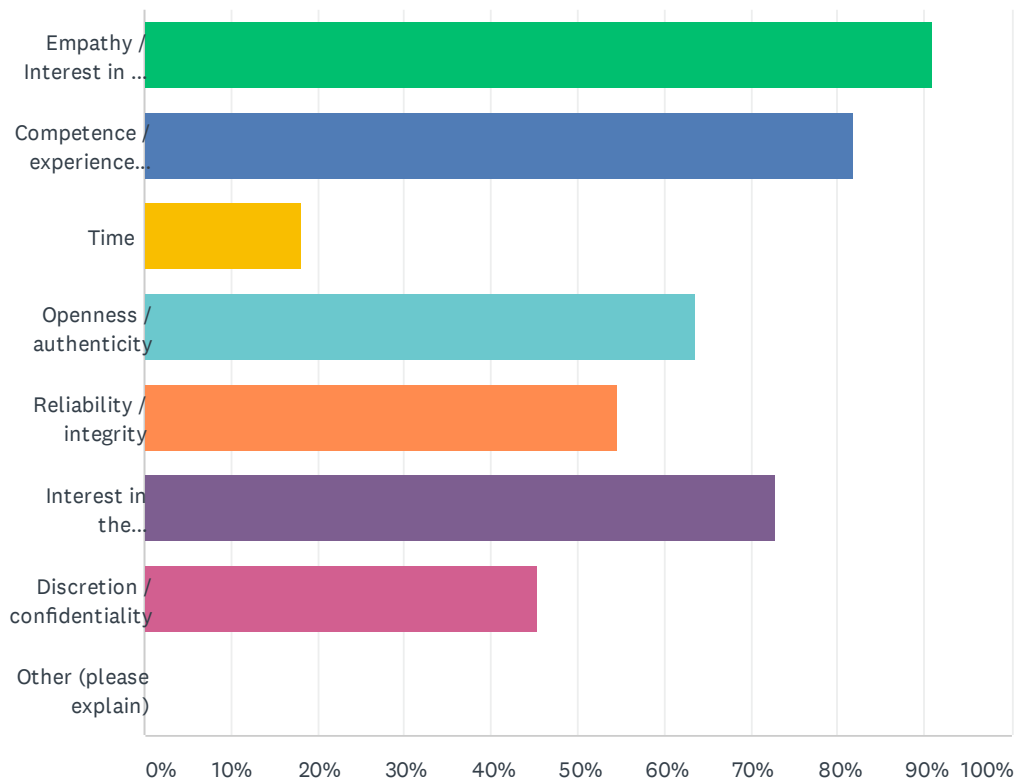
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.91%	10
Partly	9.09%	1
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?

Answered: 11 Skipped: 0

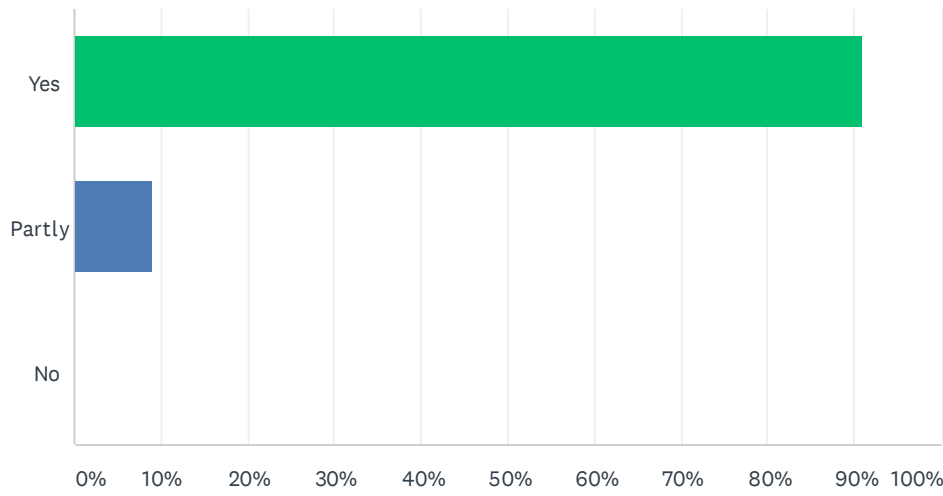


ANSWER CHOICES	RESPONSES
Empathy / Interest in the Mentee, in other people / active listener	90.91% 10
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	81.82% 9
Time	18.18% 2
Openness / authenticity	63.64% 7
Reliability / integrity	54.55% 6
Interest in the Cross-Mentoring Program	72.73% 8
Discretion / confidentiality	45.45% 5
Other (please explain)	0.00% 0
Total Respondents: 11	

#	OTHER (PLEASE EXPLAIN)	DATE
	There are no responses.	

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

Answered: 11 Skipped: 0

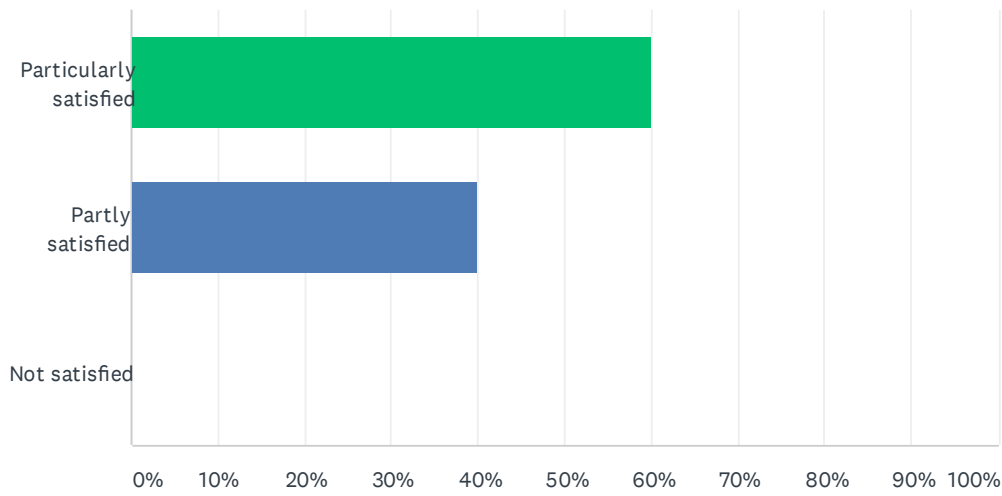


ANSWER CHOICES	RESPONSES	
Yes	90.91%	10
Partly	9.09%	1
No	0.00%	0
<b>TOTAL</b>		<b>11</b>



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

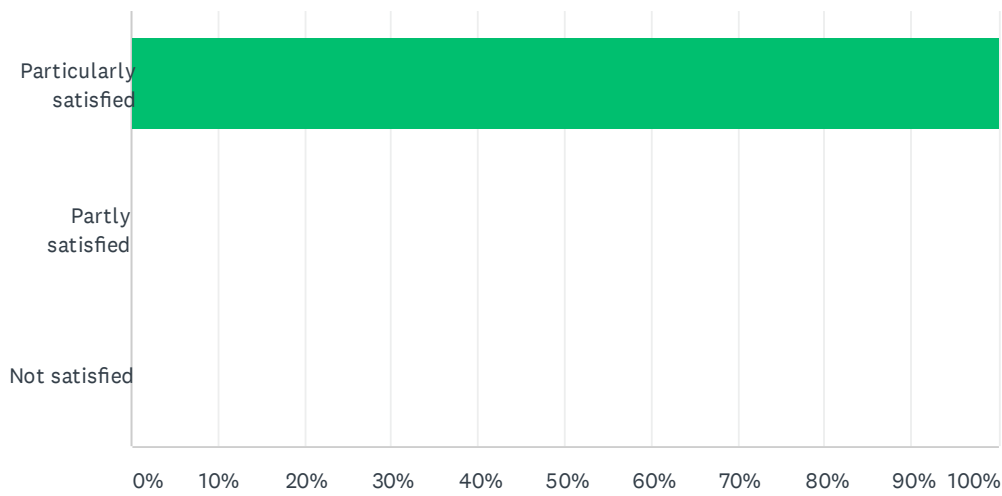
Answered: 10 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	60.00%	6
Partly satisfied	40.00%	4
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>10</b>

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

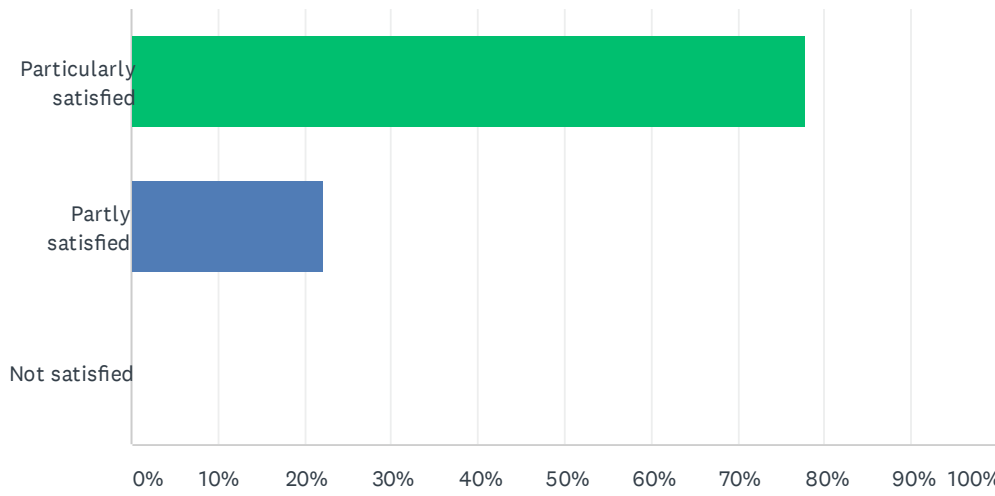
Answered: 10 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	10
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>10</b>

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

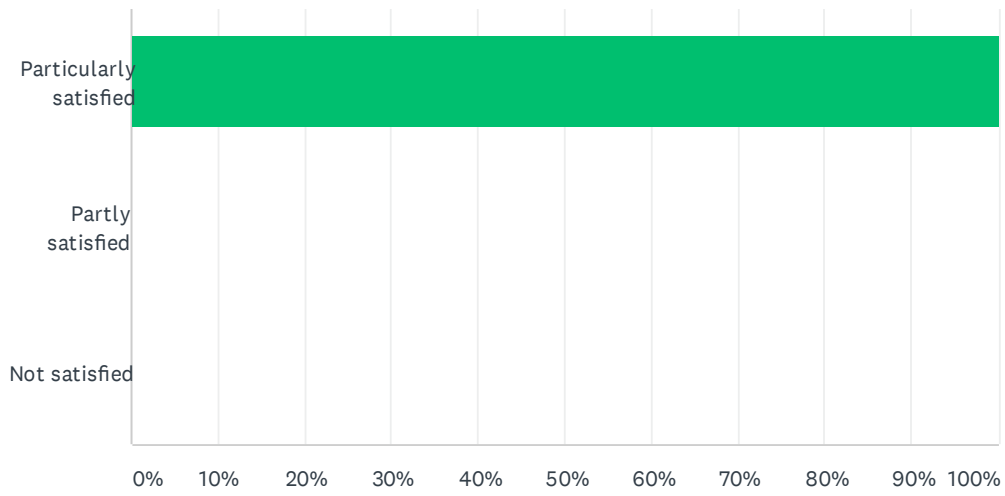
Answered: 9 Skipped: 2



ANSWER CHOICES	RESPONSES	
Particularly satisfied	77.78%	7
Partly satisfied	22.22%	2
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>9</b>

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

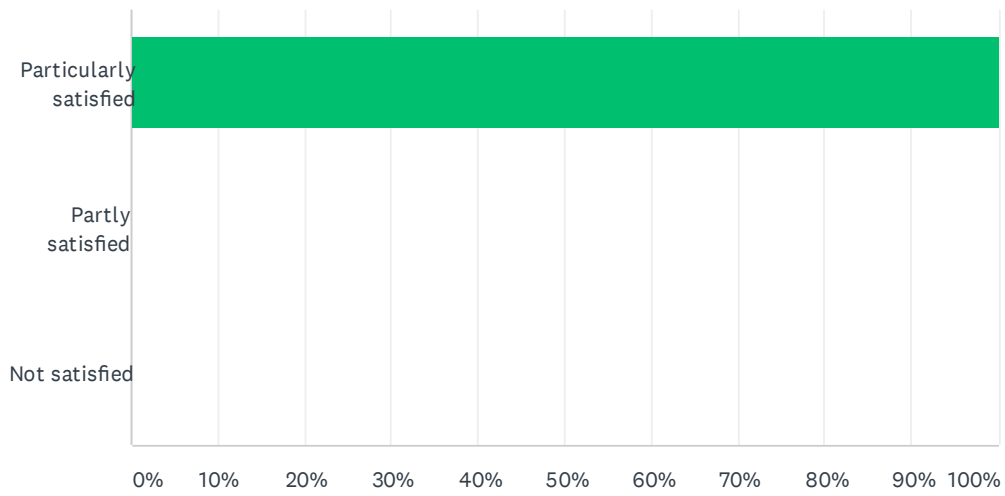
Answered: 9 Skipped: 2



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	9
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>9</b>

## Q21 ...with the assistance and support during the Cross-Mentoring Program?

Answered: 10 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	10
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>10</b>

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

Answered: 7 Skipped: 4

#	RESPONSES	DATE
1	Thank your for the opportunity to take part in this program 2019/2020	9/17/2020 5:08 PM
2	Thank you for a very interesting program which encourages self-reflection	9/17/2020 9:21 AM
3	Thanks to Stephanie and especially to Rita for supporting me throughout the program and beyond! You are a role model and a great sparring partner for me.	9/6/2020 10:34 PM
4	It is really great program. Thank you for the opporitiunty. I have enjoyed the sessions mit my mentor and learnt a lot. Thank you!	9/3/2020 2:19 PM
5	Thank you ! Really appreciated the program, coaching sessions, with mentor, other mentees and individual sessions were very interesting.	9/1/2020 3:49 PM
6	I enjoyed the program a lot	8/22/2020 12:56 PM
7	Thank you very much, I am very grateful that I had the opportunity to work with my mentor and to participate in this program again.	8/22/2020 11:09 AM