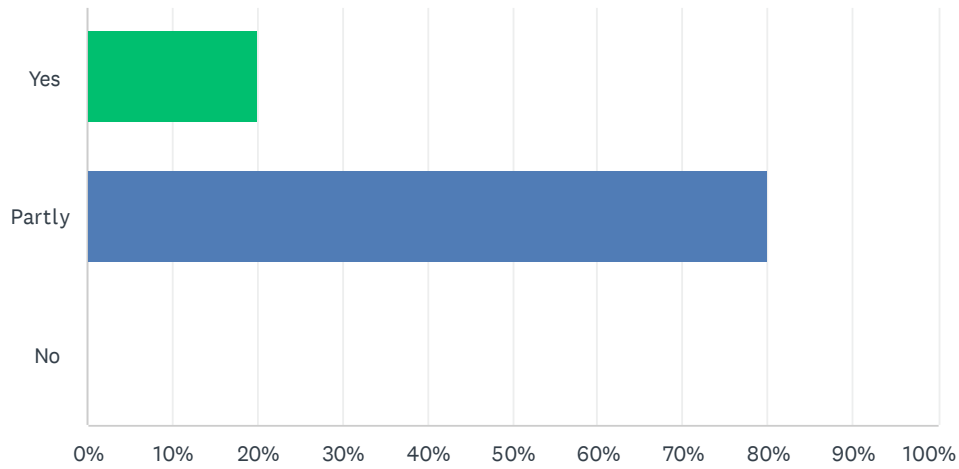


Q1 If you would have a positive development during the next 6 months would you say that this is based on the Cross-Mentoring Program?

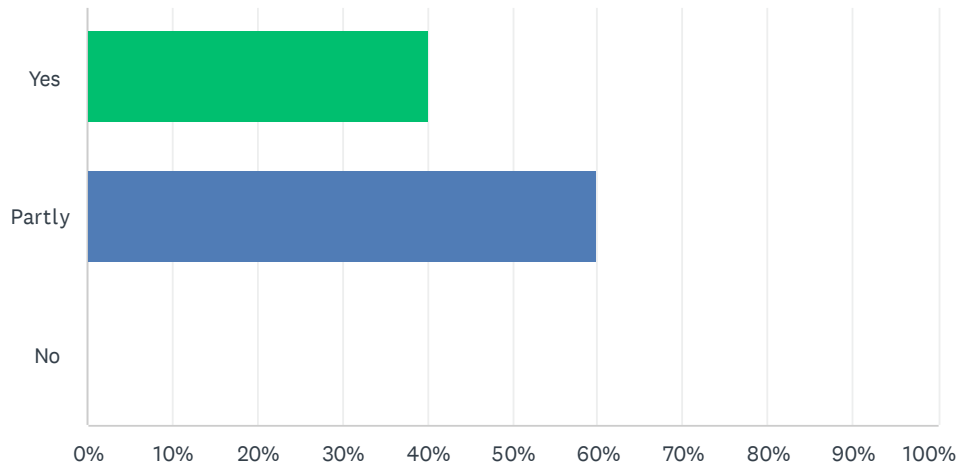
Answered: 10 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		20.00%	2
Partly		80.00%	8
No		0.00%	0
TOTAL			10

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

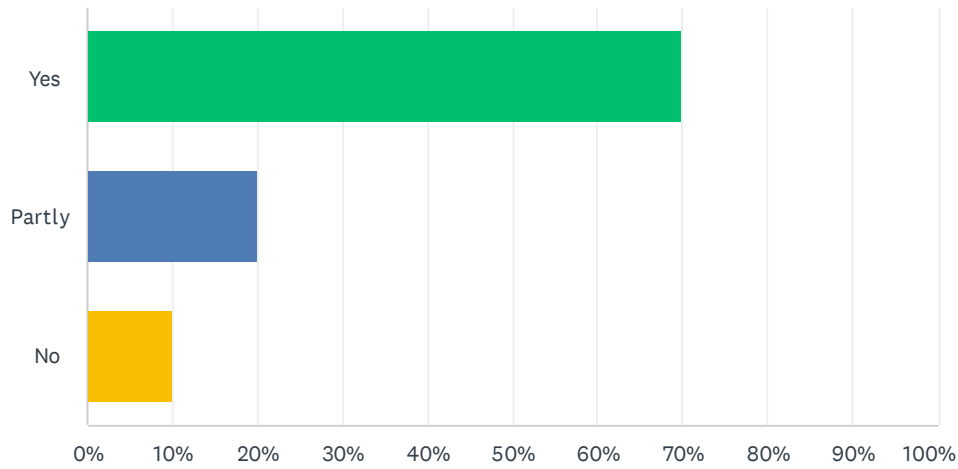
Answered: 10 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		40.00%	4
Partly		60.00%	6
No		0.00%	0
TOTAL			10

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

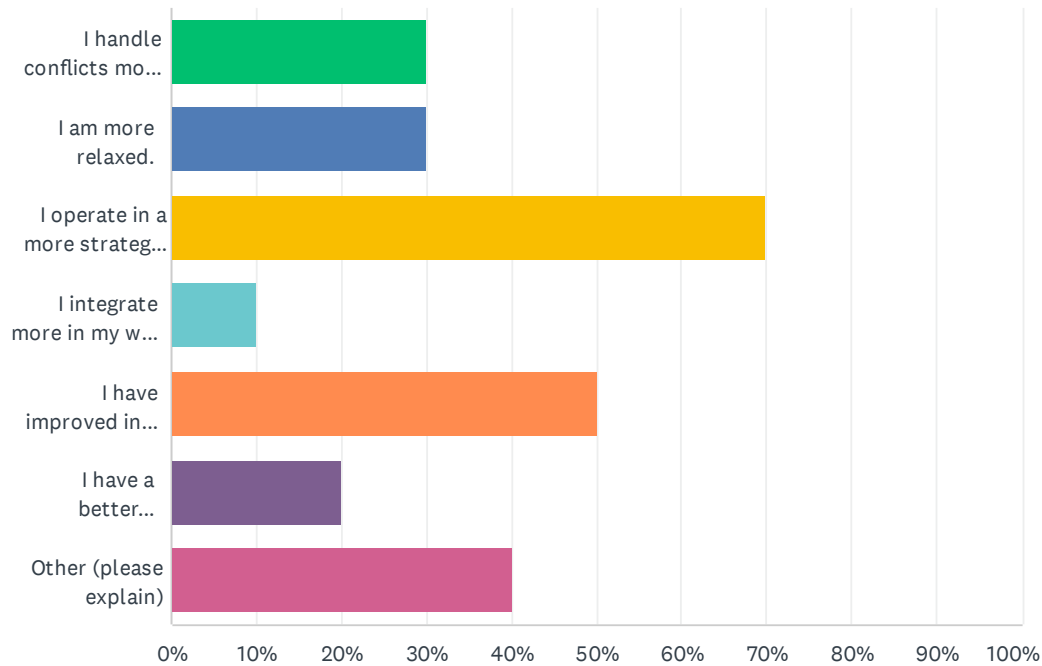
Answered: 10 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		70.00%	7
Partly		20.00%	2
No		10.00%	1
TOTAL			10

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

Answered: 10 Skipped: 0

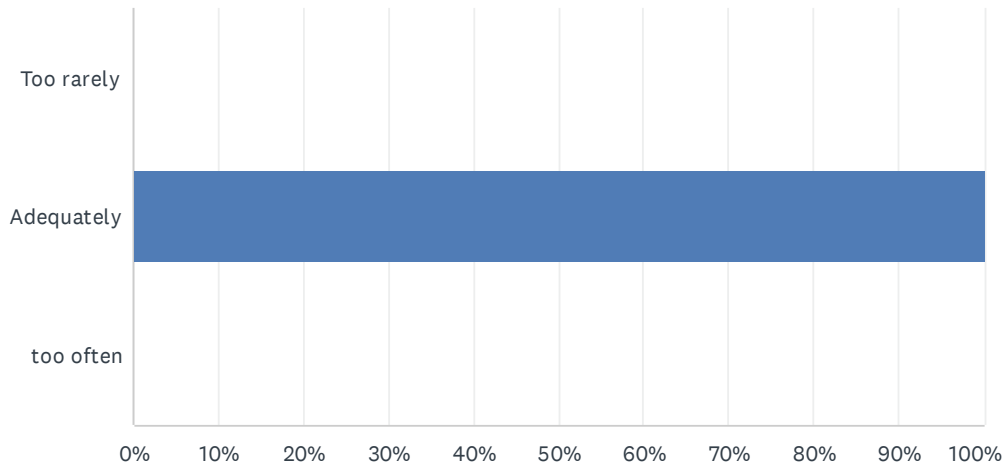


ANSWER CHOICES	RESPONSES
I handle conflicts more efficiently.	30.00% 3
I am more relaxed.	30.00% 3
I operate in a more strategic way.	70.00% 7
I integrate more in my work the „view over the edge of the plate“.	10.00% 1
I have improved in using my leadership capacities.	50.00% 5
I have a better Work-Life-Balance.	20.00% 2
Other (please explain)	40.00% 4
Total Respondents: 10	

#	OTHER (PLEASE EXPLAIN)	DATE
1	I felt a personal/ professional growth	9/22/2023 1:06 PM
2	I feel like a more legitimate board director candidate	9/21/2023 3:33 PM
3	Forming a habit in consulting the team on tasks, projects and logistics.	9/21/2023 10:29 AM
4	I developed Networking skills and assertiveness, negotiation skills	9/4/2023 9:35 AM

Q5 How often did you meet with your Mentor personally or via video-conference?

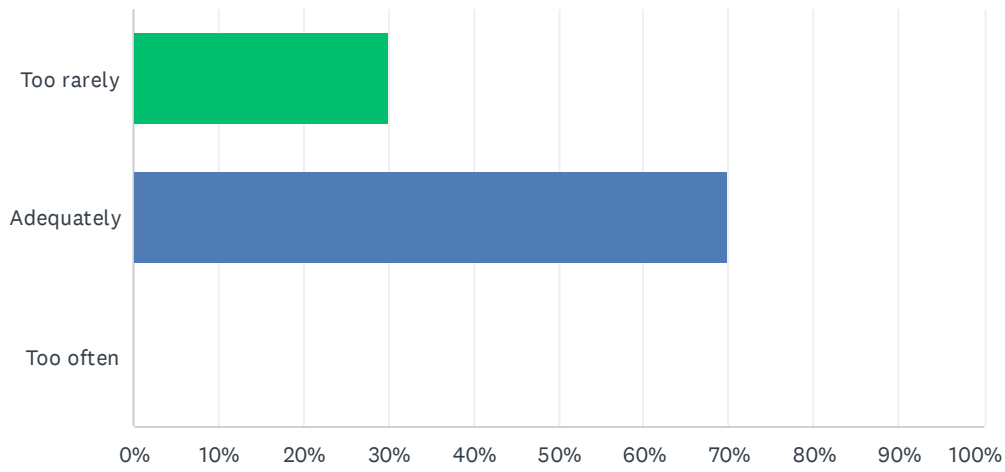
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES
Too rarely	0.00% 0
Adequately	100.00% 10
too often	0.00% 0
TOTAL	10

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

Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	30.00%	3
Adequately	70.00%	7
Too often	0.00%	0
TOTAL		10

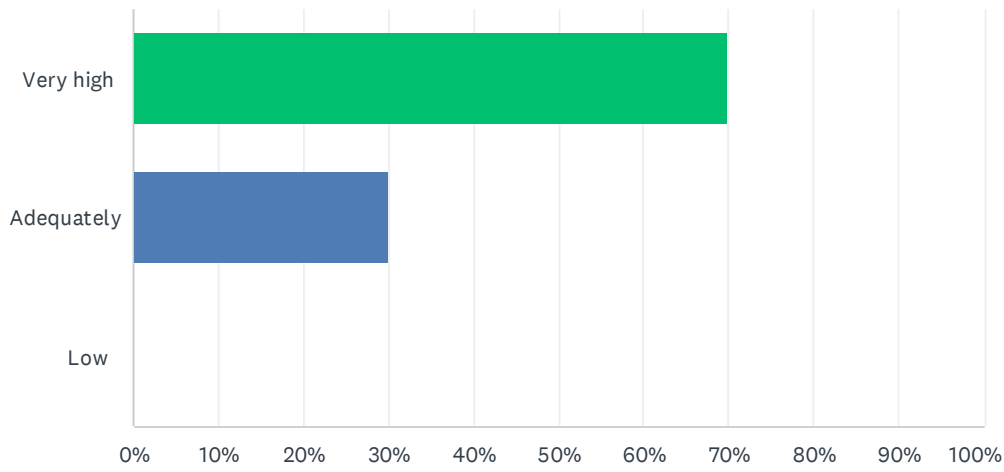
Q7 If applicable: Which were the reasons for not enough/too many meetings and phone calls with your Mentor?

Answered: 4 Skipped: 6

#	RESPONSES	DATE
1	I think this is a positive project and it depends on the mentor-mentee to choose the appropriate frequency. Maybe more structuring/guidelines would be positive.	9/21/2023 10:30 AM
2	only one to one	9/20/2023 6:36 PM
3	we had only video calls so the phone question is NA we managed to meet 1 for a short coffee F2F	9/4/2023 9:36 AM
4	n/a	8/25/2023 9:45 AM

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

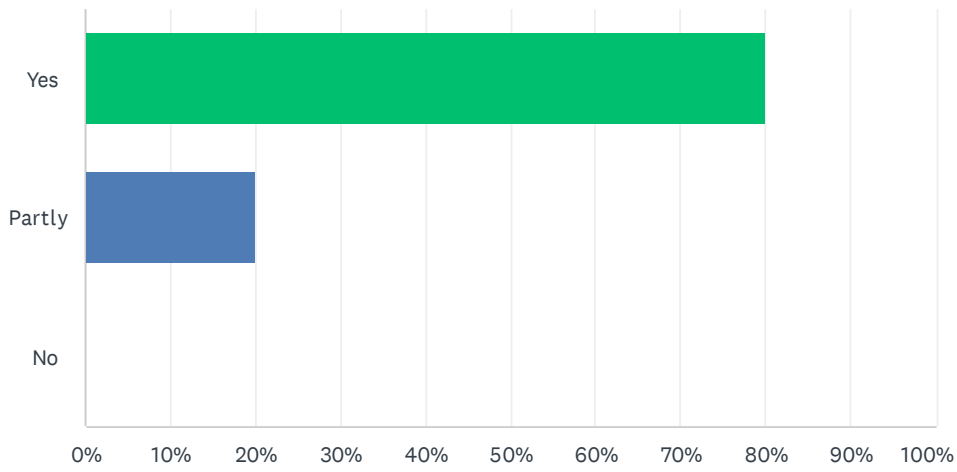
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	70.00%	7
Adequately	30.00%	3
Low	0.00%	0
TOTAL		10

Q9 Have the contents of the meetings met your expectations?

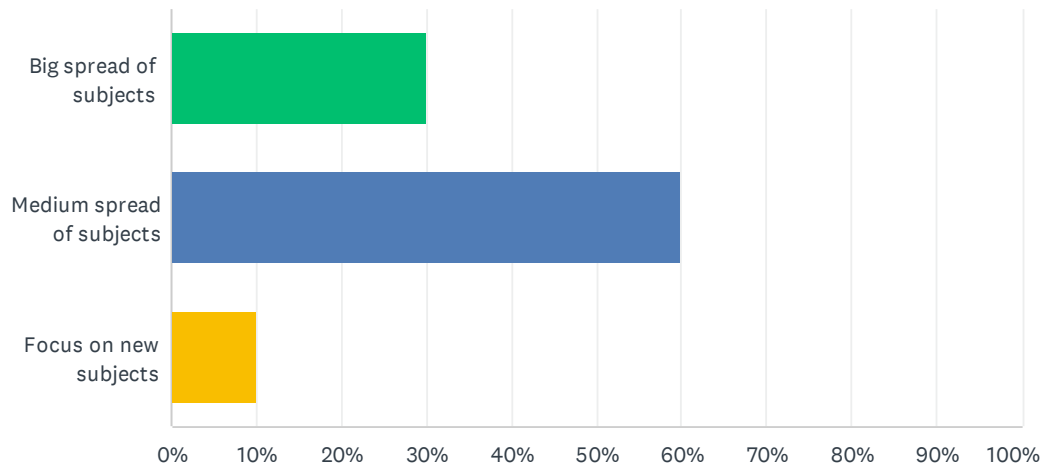
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	80.00%	8
Partly	20.00%	2
No	0.00%	0
TOTAL		10

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

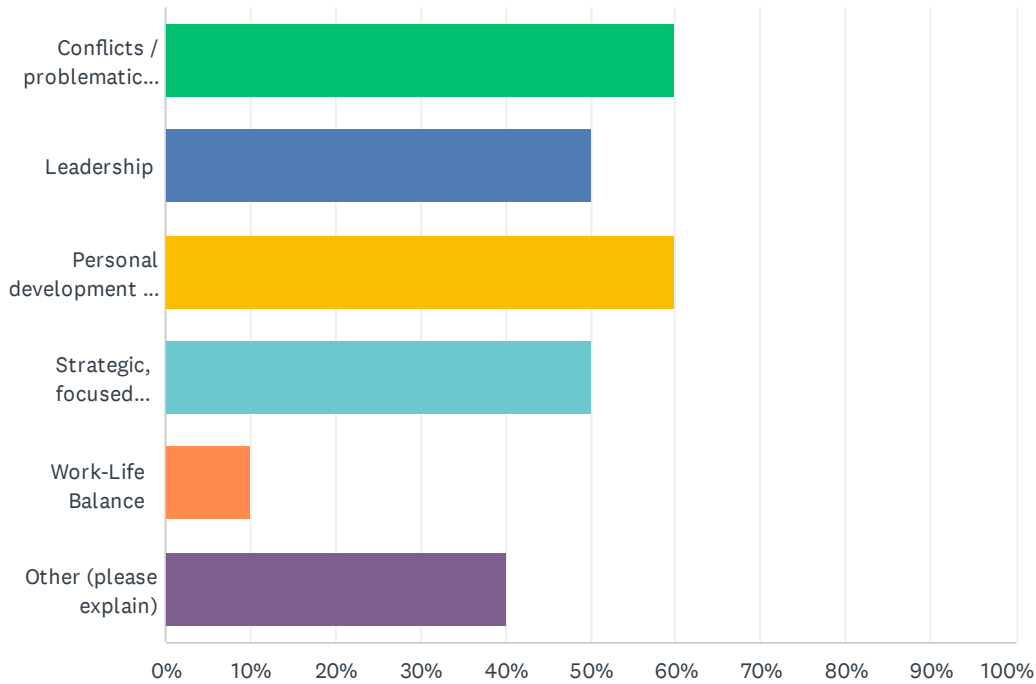
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES
Big spread of subjects	30.00% 3
Medium spread of subjects	60.00% 6
Focus on new subjects	10.00% 1
TOTAL	10

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: 10 Skipped: 0

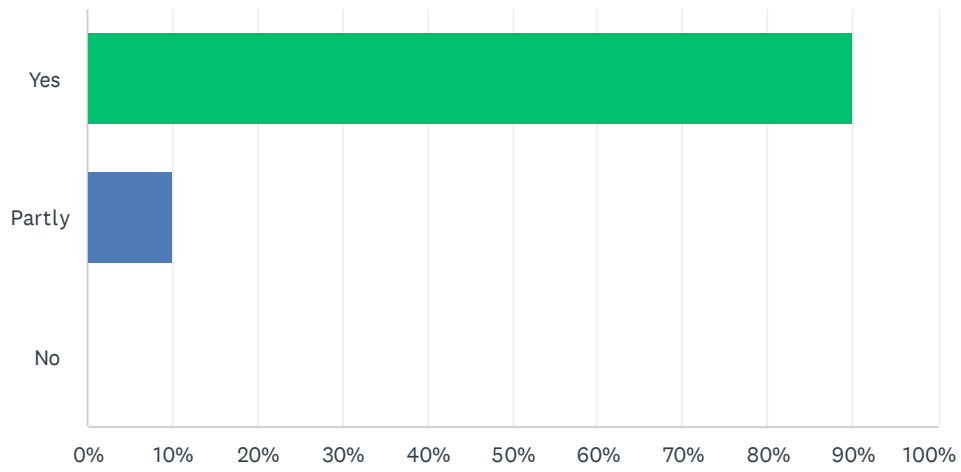


ANSWER CHOICES	RESPONSES
Conflicts / problematic situations - issues	60.00% 6
Leadership	50.00% 5
Personal development / career(planning)	60.00% 6
Strategic, focused relationship with clients, superiors and colleagues	50.00% 5
Work-Life Balance	10.00% 1
Other (please explain)	40.00% 4
Total Respondents: 10	

#	OTHER (PLEASE EXPLAIN)	DATE
1	Personal points of growth	9/22/2023 1:07 PM
2	managing the team during pandemic/TW	9/22/2023 9:19 AM
3	writing board member motivation letters	9/21/2023 3:36 PM
4	compliance/board situations, networking events preparation, development plan	9/4/2023 9:38 AM

Q12 Did the Mentee-Mentor Matching satisfy you?

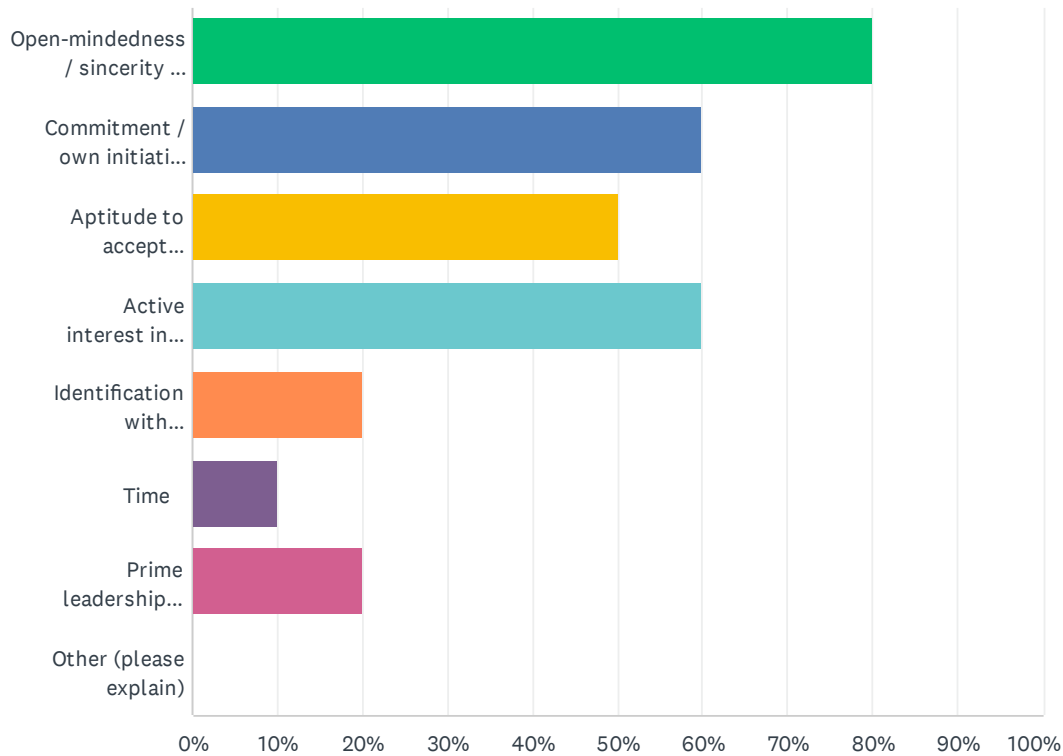
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.00%	9
Partly	10.00%	1
No	0.00%	0
TOTAL		10

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

Answered: 10 Skipped: 0

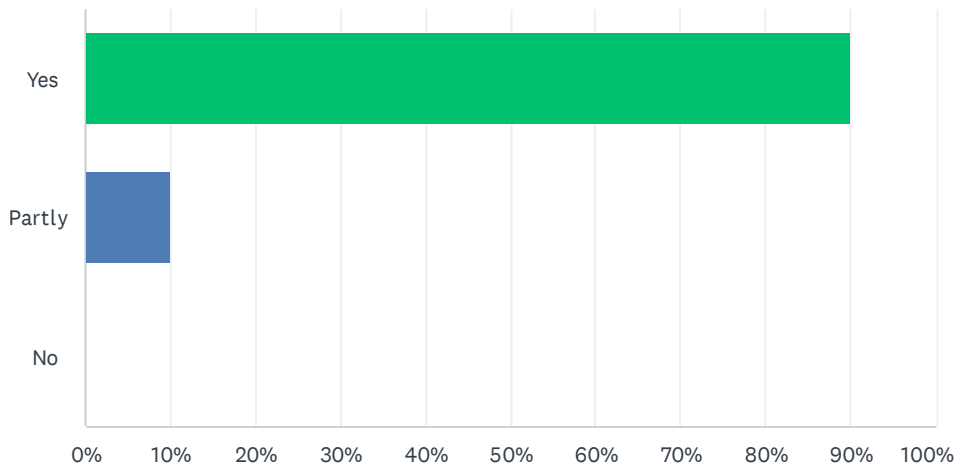


ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	80.00%	8
Commitment / own initiative / self-responsibility / patience	60.00%	6
Aptitude to accept criticism / sincerity	50.00%	5
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	60.00%	6
Identification with Cross-Mentoring Program	20.00%	2
Time	10.00%	1
Prime leadership experience	20.00%	2
Other (please explain)	0.00%	0
Total Respondents: 10		

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

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

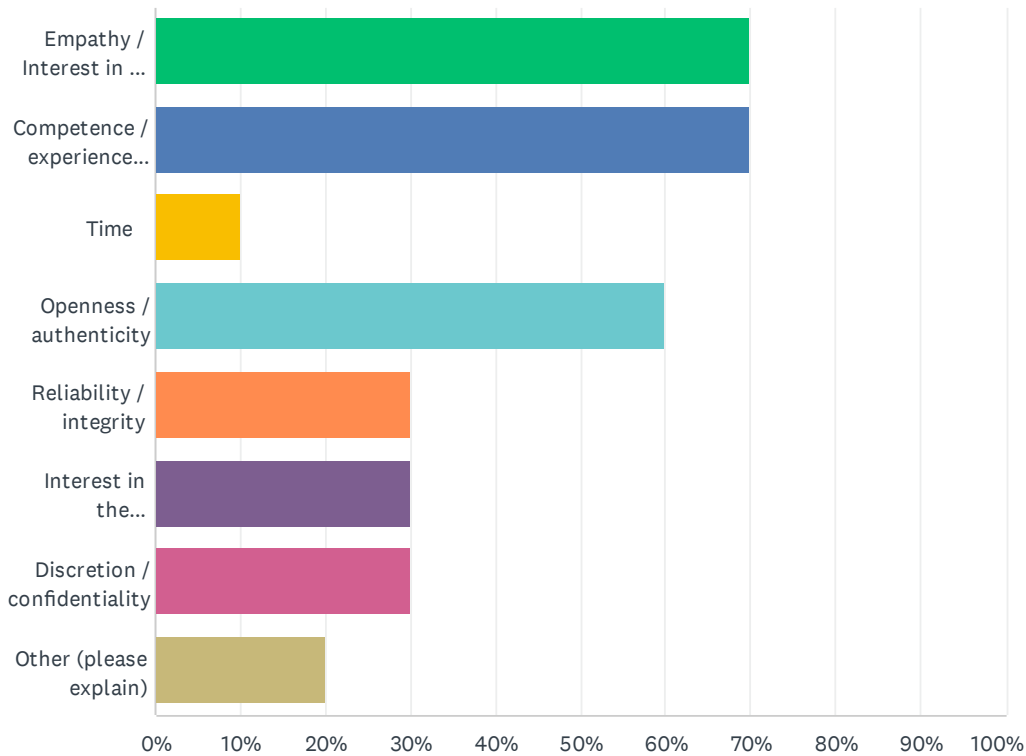
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.00%	9
Partly	10.00%	1
No	0.00%	0
TOTAL		10

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

Answered: 10 Skipped: 0

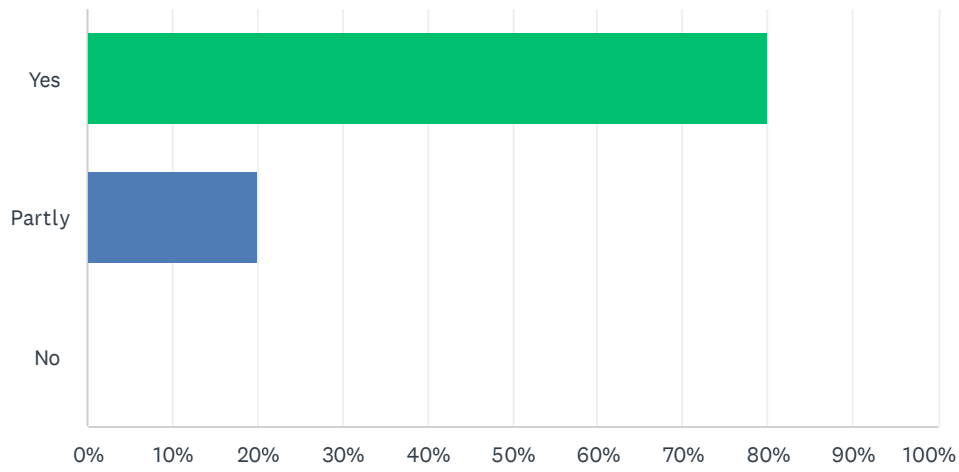


ANSWER CHOICES	RESPONSES
Empathy / Interest in the Mentee, in other people / active listener	70.00% 7
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	70.00% 7
Time	10.00% 1
Openness / authenticity	60.00% 6
Reliability / integrity	30.00% 3
Interest in the Cross-Mentoring Program	30.00% 3
Discretion / confidentiality	30.00% 3
Other (please explain)	20.00% 2
Total Respondents: 10	

#	OTHER (PLEASE EXPLAIN)	DATE
1	High profile	9/22/2023 1:08 PM
2	A more structured approach on the sessions	9/22/2023 9:22 AM

Q16 Did your Mentor live up to these expectations?

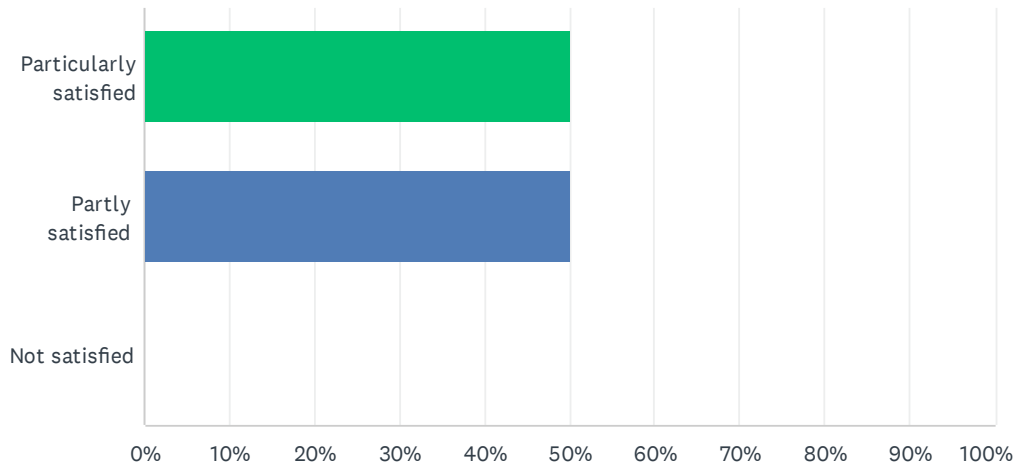
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	80.00%	8
Partly	20.00%	2
No	0.00%	0
TOTAL		10

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

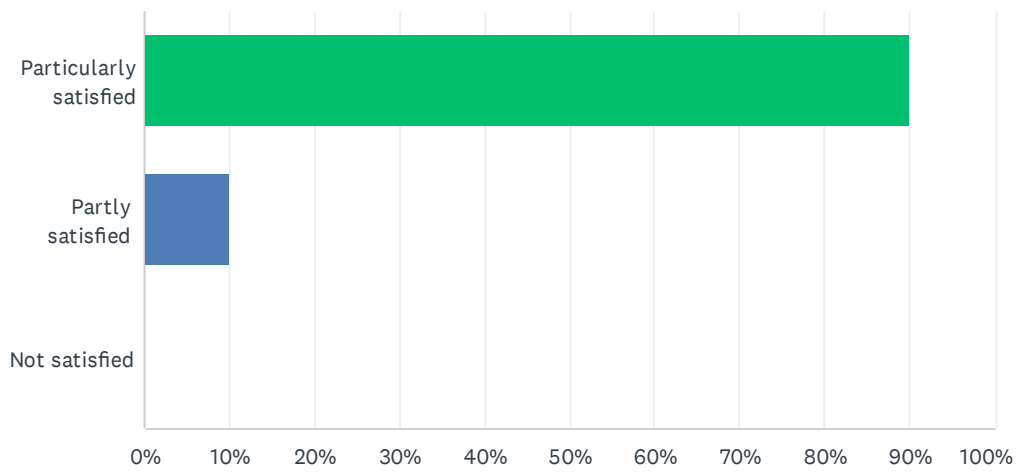
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	50.00%	5
Partly satisfied	50.00%	5
Not satisfied	0.00%	0
TOTAL		10

Q18 ...with the contact towards your Mentor?

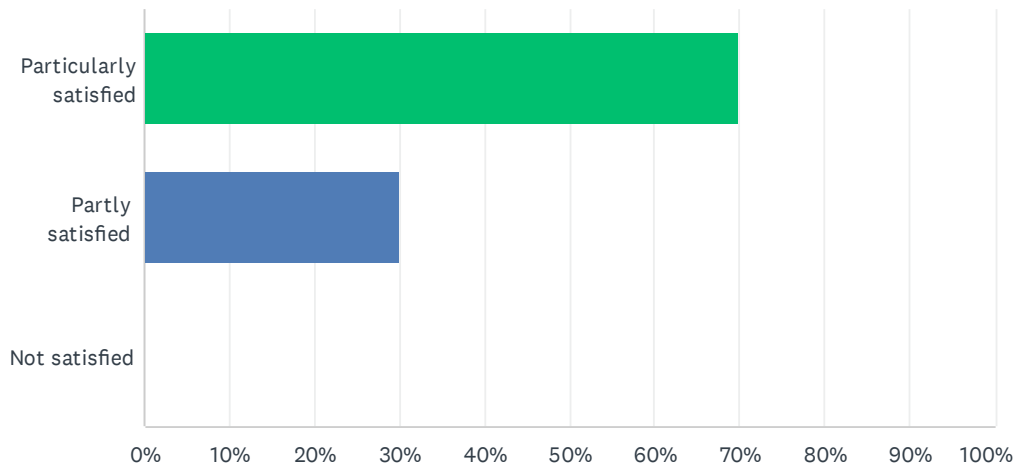
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	90.00%	9
Partly satisfied	10.00%	1
Not satisfied	0.00%	0
TOTAL		10

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

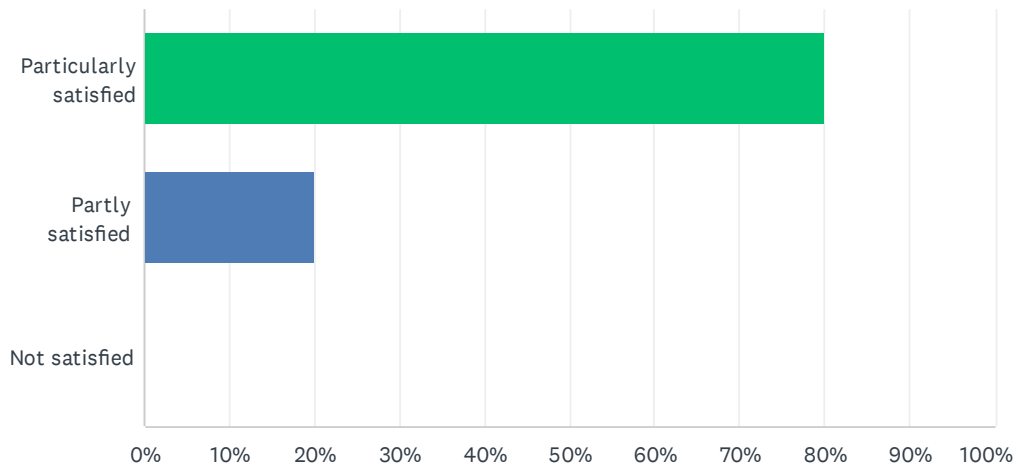
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	70.00%	7
Partly satisfied	30.00%	3
Not satisfied	0.00%	0
TOTAL		10

Q20 ...with the professional coaching sessions?

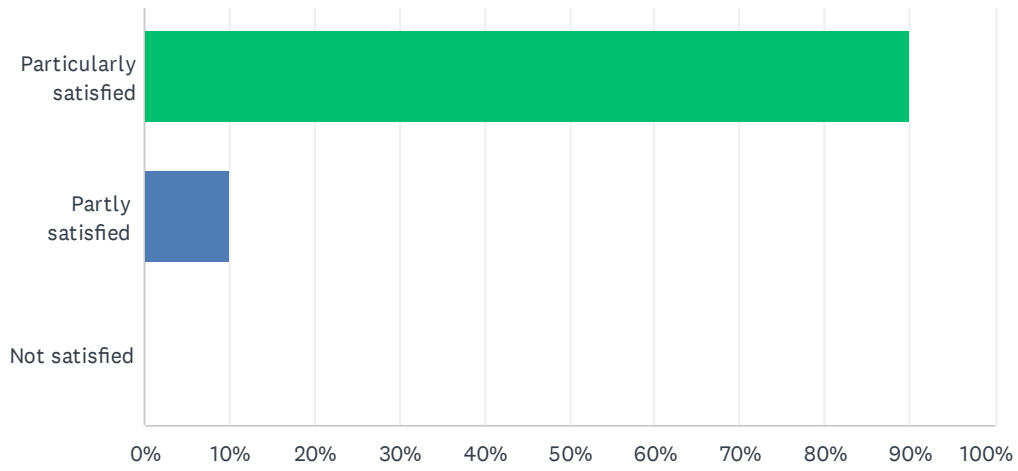
Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	80.00%	8
Partly satisfied	20.00%	2
Not satisfied	0.00%	0
TOTAL		10

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

Answered: 10 Skipped: 0



ANSWER CHOICES		RESPONSES	
Particularly satisfied		90.00%	9
Partly satisfied		10.00%	1
Not satisfied		0.00%	0
TOTAL			10

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

Answered: 5 Skipped: 5

#	RESPONSES	DATE
1	The time spent to express the needs associated to the experience of the program manager were priceless in order to meet the conscious and unconscious goals and target of the program	9/22/2023 1:10 PM
2	Thank you for organising this program: it is a very useful tool for communication and self-reflection, as well as a mini-forum to share ideas. I think it was an useful experience and I'm happy I was part of it.	9/22/2023 9:24 AM
3	A professional and very helpful program that clearly provides the support and tools needed to reach one's individual goals. Tailor made support along the journey. Can highly recommend to other women looking to advance in their careers/professional goals.	9/22/2023 8:14 AM
4	Great initiative, keep it up! Many thanks	9/21/2023 3:42 PM
5	I am sad for the mentoring to come to an end, but it has provided me with a lot of tools to continue on this new way paved. I have shared my impression and fondness of the programme with a lot of colleagues and friends and think that anyone who is open-minded and dedicated to personal and professional development, irrespective of their profession (employed, self-employed, etc) would be able to derive a lot from it, if participating. Even considering e.g. doctors, who may perhaps not necessarily be exposed to such rather corporate based opportunity. Many, many thanks Rita.	8/25/2023 9:57 AM