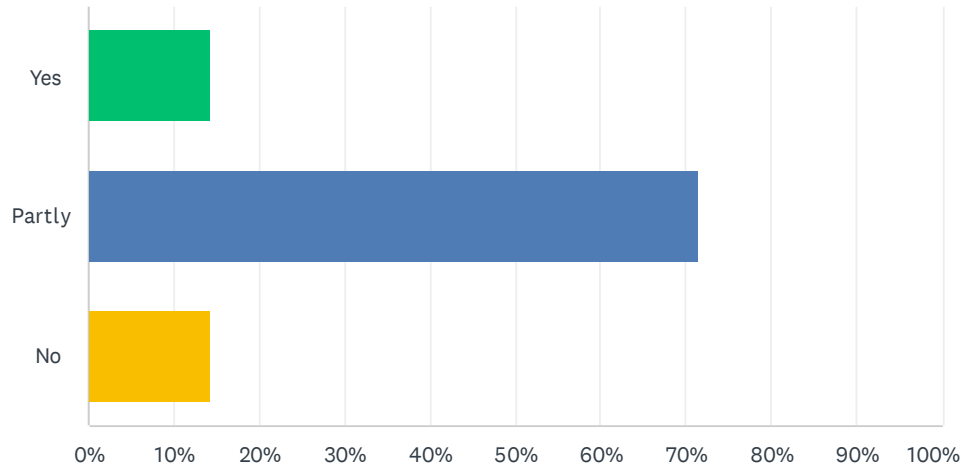


Q1 If you would have a positive development during the next 6 months would you say that this is based on the Cross-Mentoring Program?

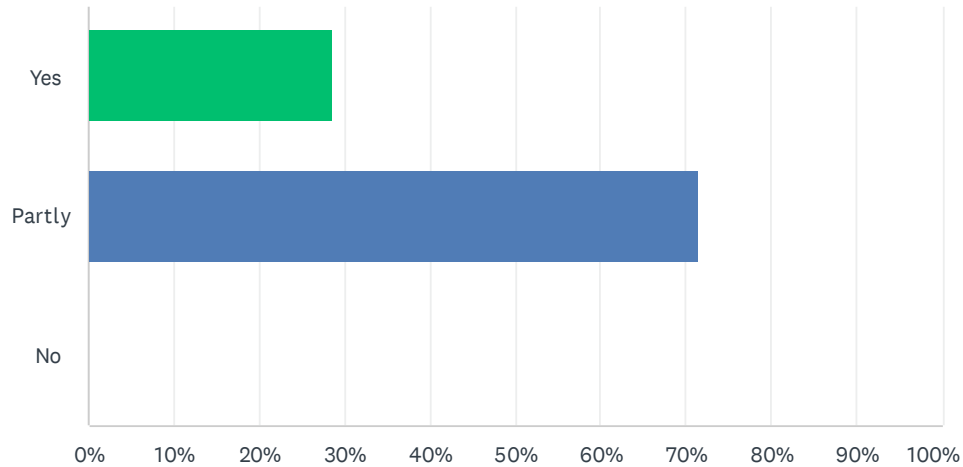
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	14.29%	1
Partly	71.43%	5
No	14.29%	1
TOTAL		7

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

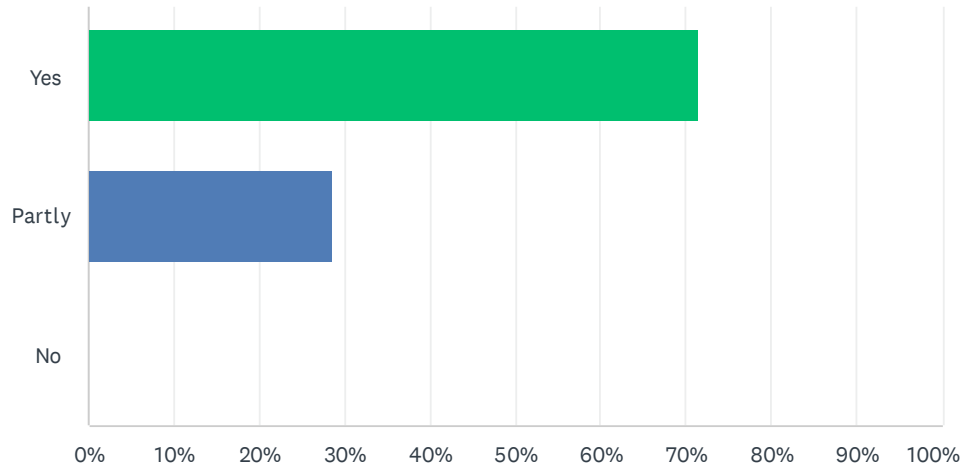
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		28.57%	2
Partly		71.43%	5
No		0.00%	0
TOTAL			7

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

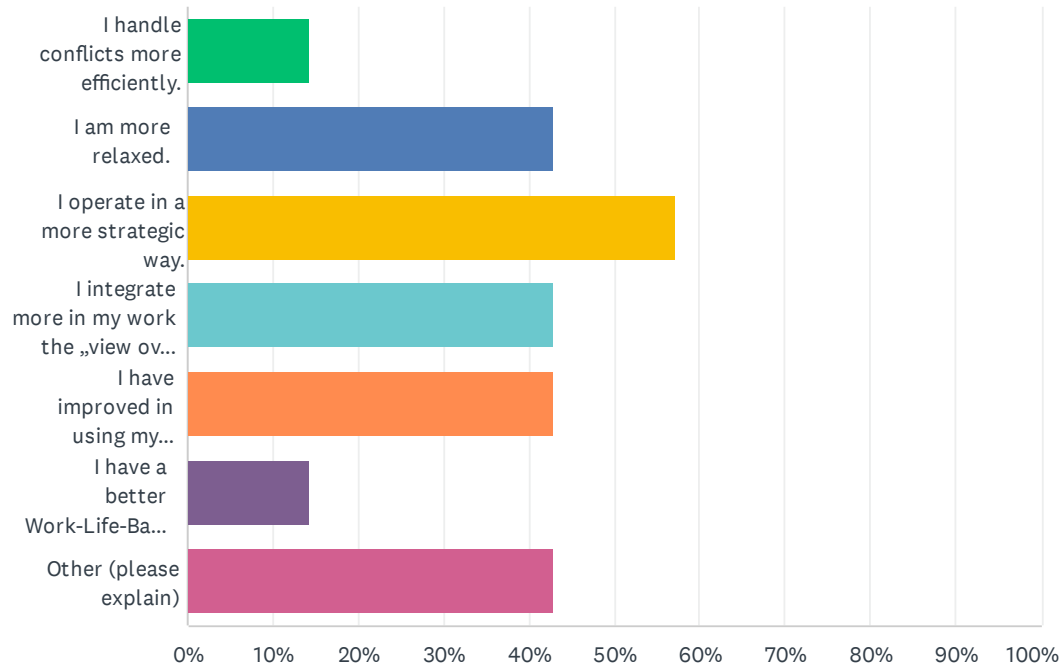
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	71.43%	5
Partly	28.57%	2
No	0.00%	0
TOTAL		7

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

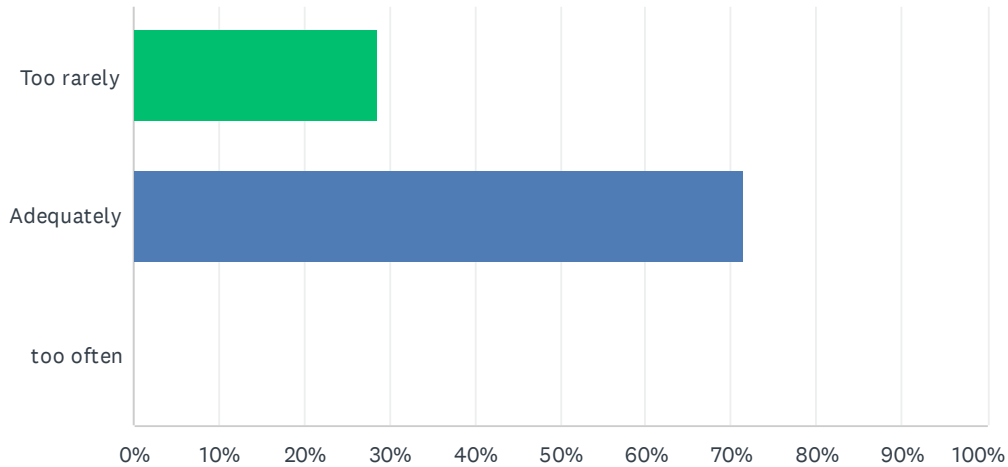
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
I handle conflicts more efficiently.	14.29%	1
I am more relaxed.	42.86%	3
I operate in a more strategic way.	57.14%	4
I integrate more in my work the „view over the edge of the plate“.	42.86%	3
I have improved in using my leadership capacities.	42.86%	3
I have a better Work-Life-Balance.	14.29%	1
Other (please explain)	42.86%	3
Total Respondents: 7		

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

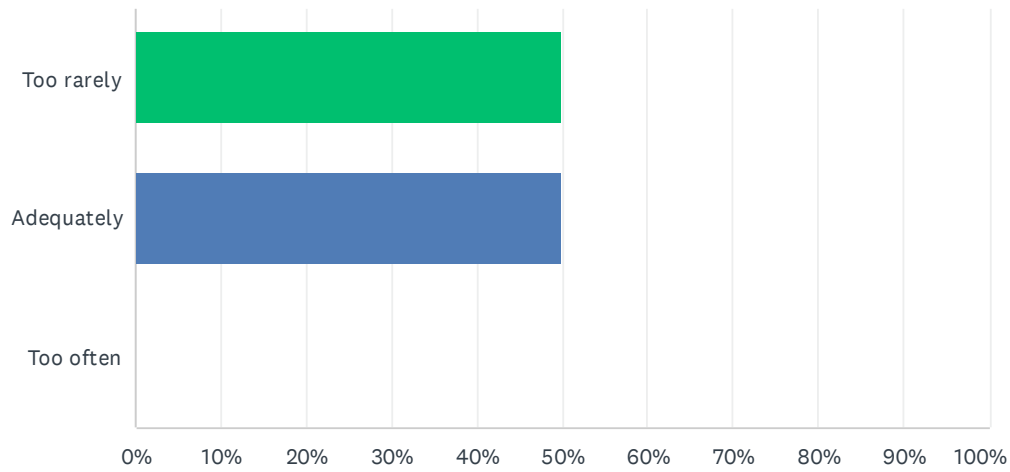
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Too rarely		28.57%	2
Adequately		71.43%	5
too often		0.00%	0
TOTAL			7

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

Answered: 6 Skipped: 1



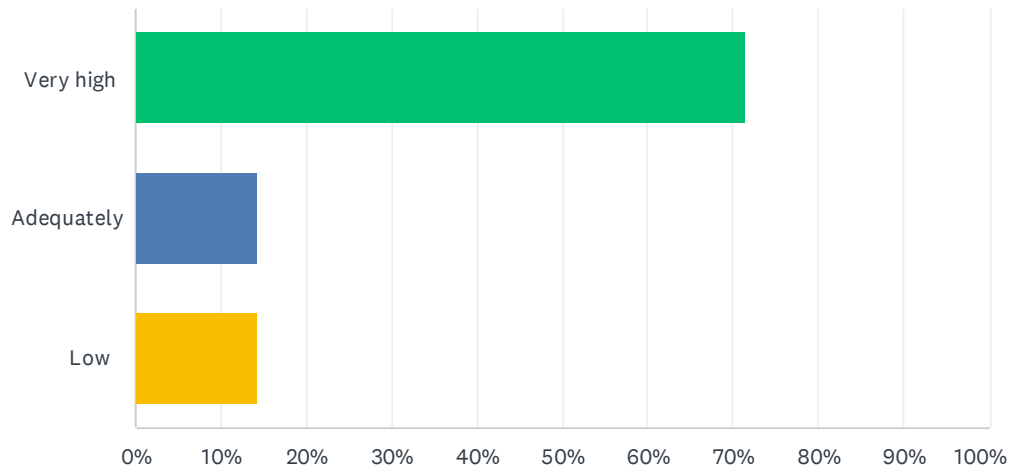
ANSWER CHOICES		RESPONSES	
Too rarely		50.00%	3
Adequately		50.00%	3
Too often		0.00%	0
TOTAL			6

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

Answered: 4 Skipped: 3

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

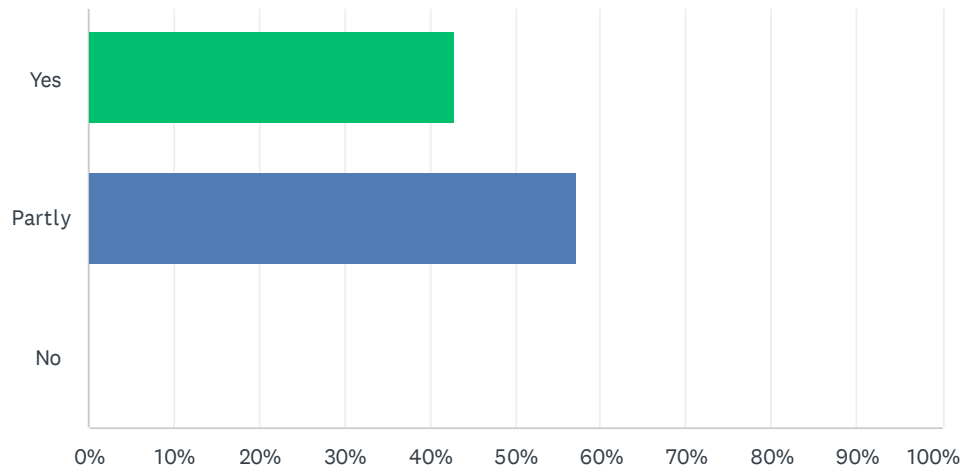
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	71.43%	5
Adequately	14.29%	1
Low	14.29%	1
TOTAL		7

Q9 Have the contents of the meetings met your expectations?

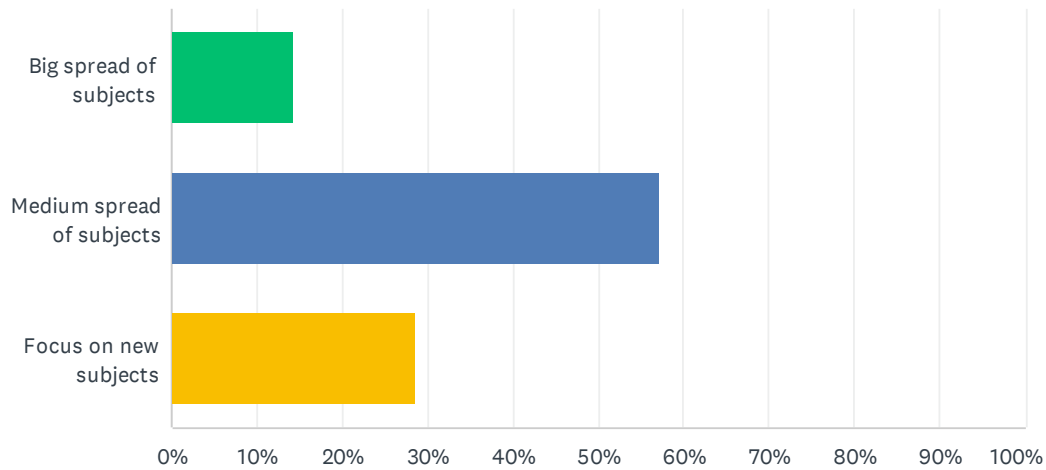
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		42.86%	3
Partly		57.14%	4
No		0.00%	0
TOTAL			7

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

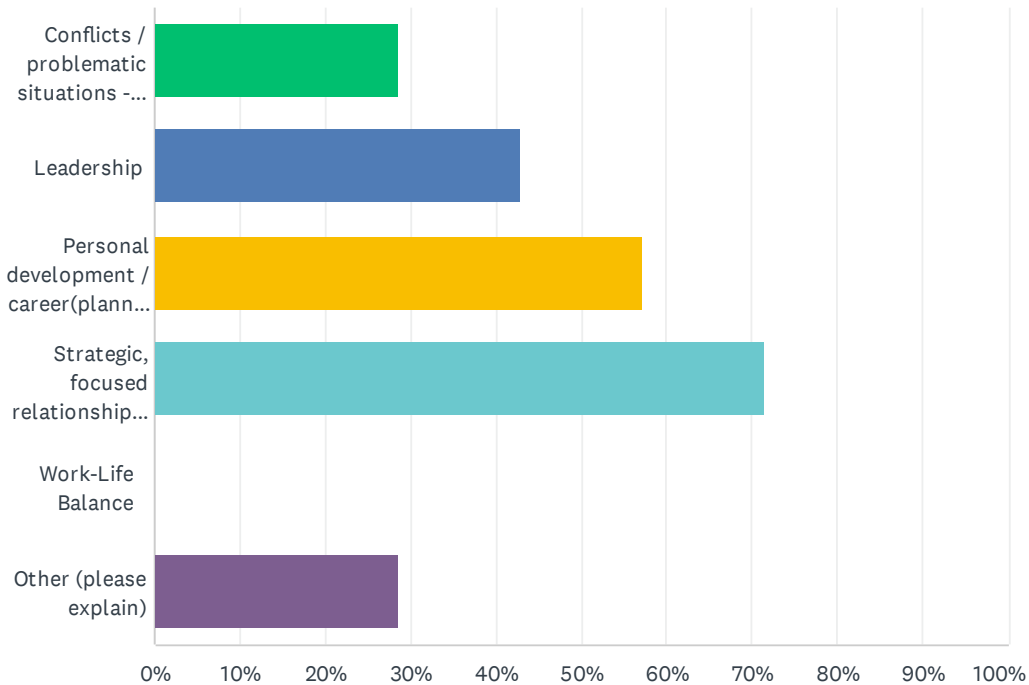
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Big spread of subjects		14.29%	1
Medium spread of subjects		57.14%	4
Focus on new subjects		28.57%	2
TOTAL			7

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)

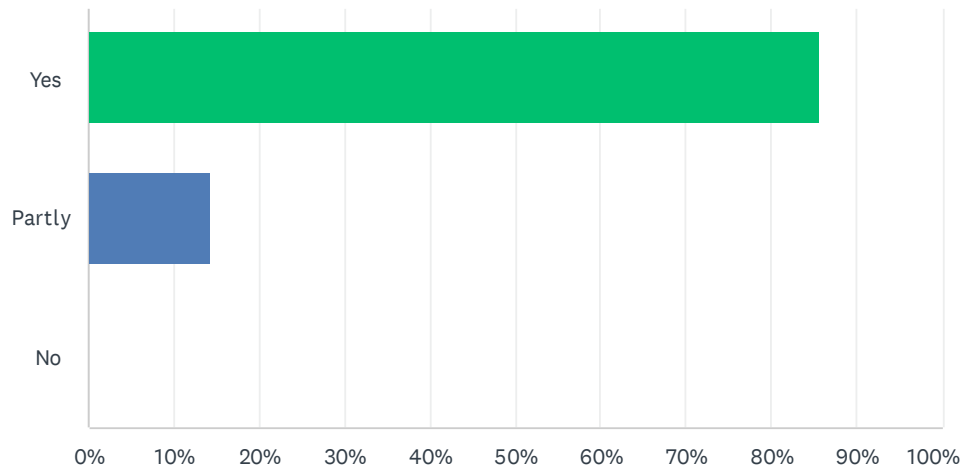
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Conflicts / problematic situations - issues	28.57%	2
Leadership	42.86%	3
Personal development / career(planning)	57.14%	4
Strategic, focused relationship with clients, superiors and colleagues	71.43%	5
Work-Life Balance	0.00%	0
Other (please explain)	28.57%	2
Total Respondents: 7		

Q12 Did the Mentee-Mentor Matching satisfy you?

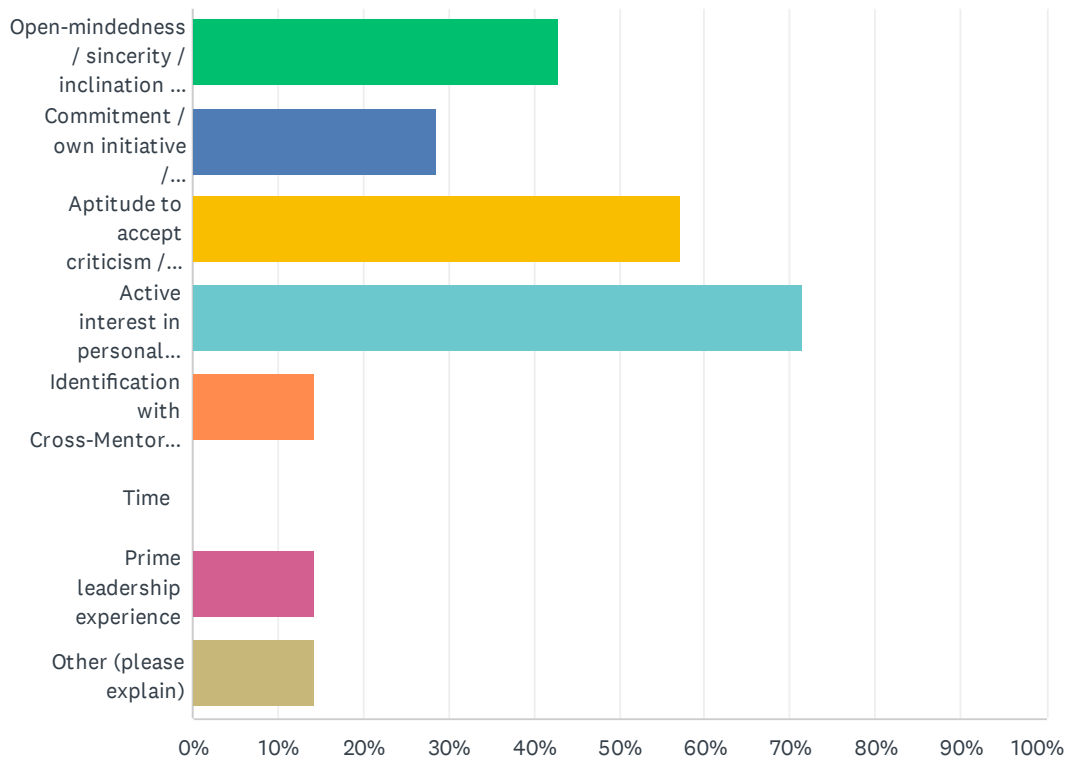
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	85.71%	6
Partly	14.29%	1
No	0.00%	0
TOTAL		7

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

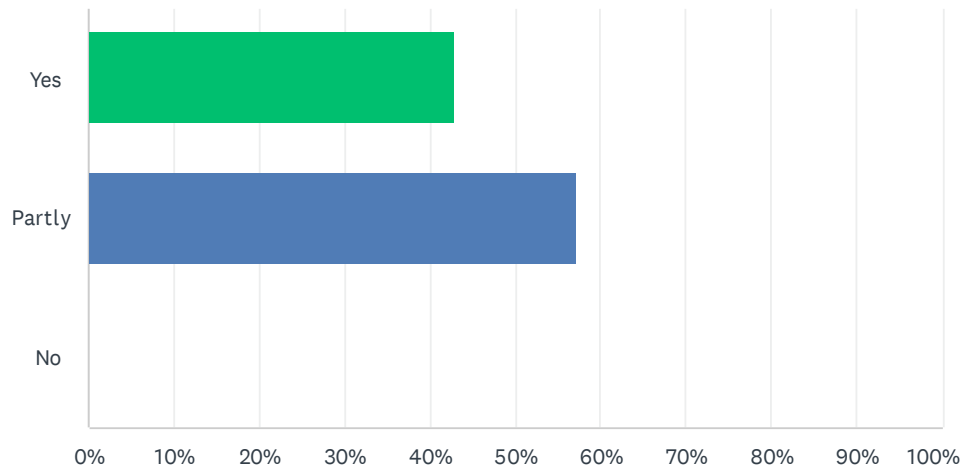
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	42.86%	3
Commitment / own initiative / self-responsibility / patience	28.57%	2
Aptitude to accept criticism / sincerity	57.14%	4
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	71.43%	5
Identification with Cross-Mentoring Program	14.29%	1
Time	0.00%	0
Prime leadership experience	14.29%	1
Other (please explain)	14.29%	1
Total Respondents: 7		

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

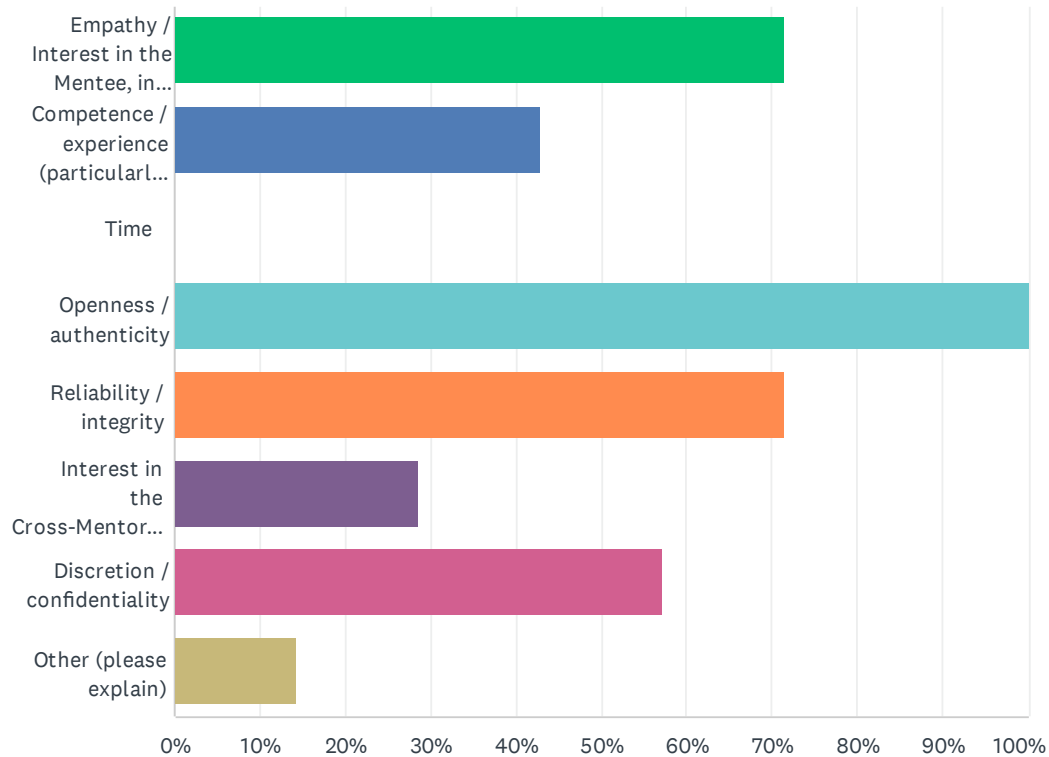
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	42.86%	3
Partly	57.14%	4
No	0.00%	0
TOTAL		7

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

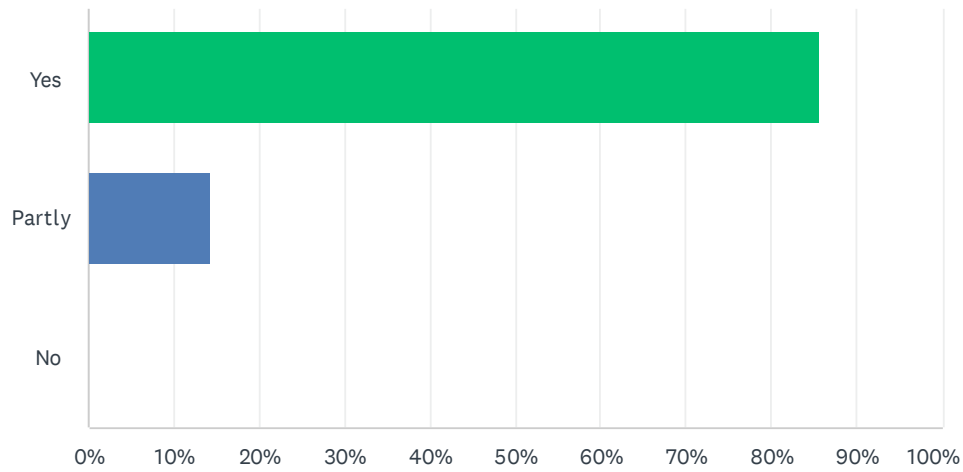
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Empathy / Interest in the Mentee, in other people / active listener	71.43%	5
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	42.86%	3
Time	0.00%	0
Openness / authenticity	100.00%	7
Reliability / integrity	71.43%	5
Interest in the Cross-Mentoring Program	28.57%	2
Discretion / confidentiality	57.14%	4
Other (please explain)	14.29%	1
Total Respondents: 7		

Q16 Did your Mentor live up to these expectations?

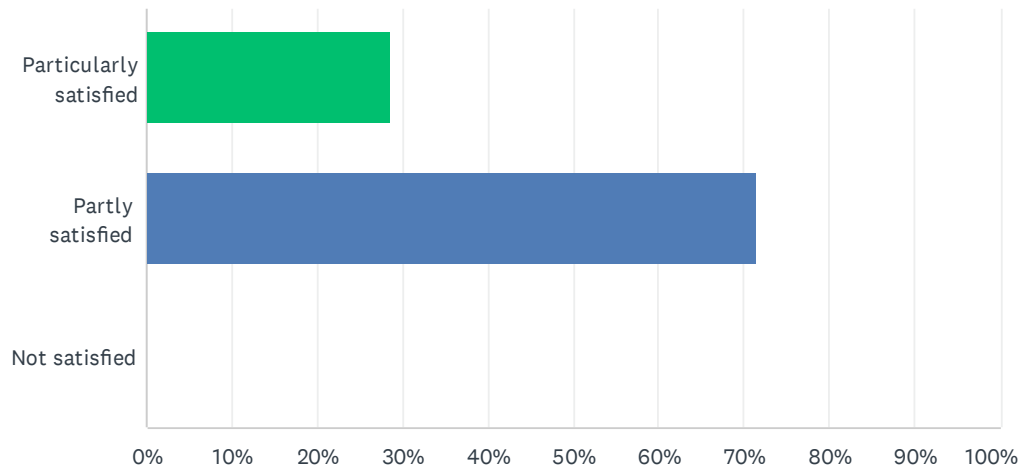
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		85.71%	6
Partly		14.29%	1
No		0.00%	0
TOTAL			7

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

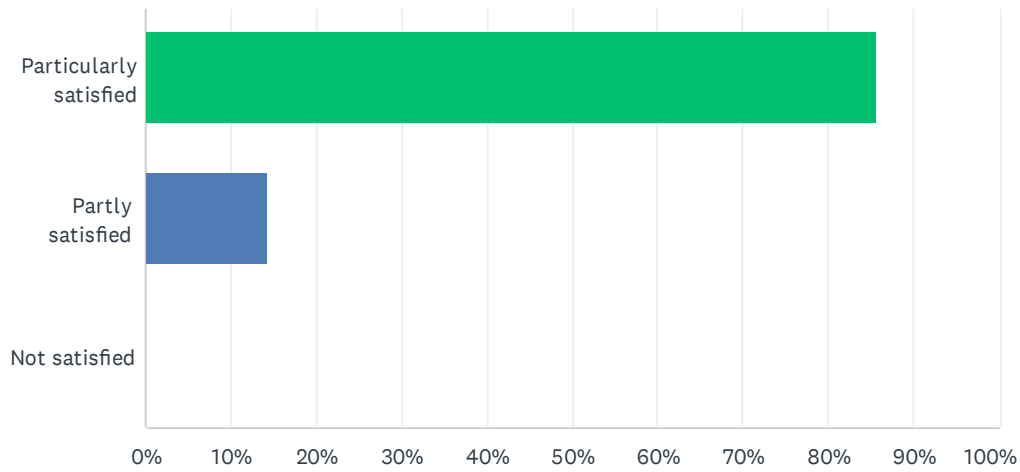
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	28.57%	2
Partly satisfied	71.43%	5
Not satisfied	0.00%	0
TOTAL		7

Q18 ...with the contact towards your Mentor?

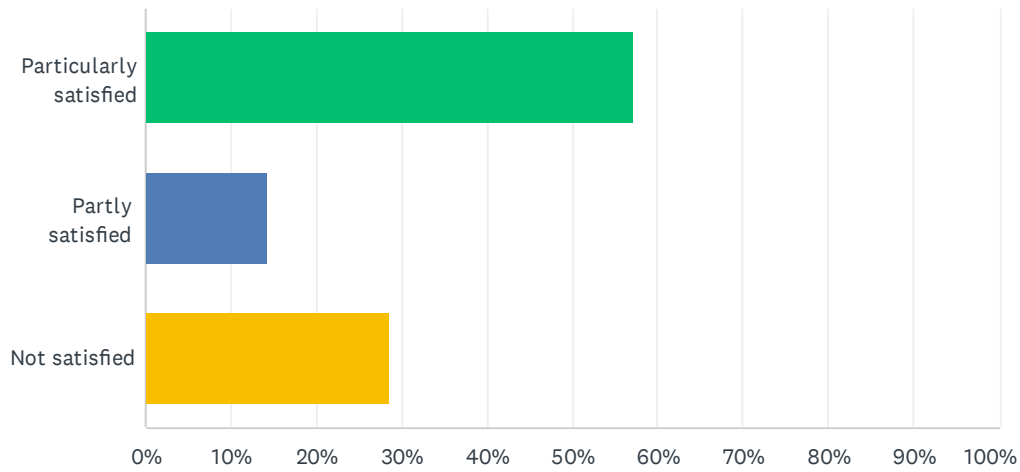
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Particularly satisfied		85.71%	6
Partly satisfied		14.29%	1
Not satisfied		0.00%	0
TOTAL			7

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

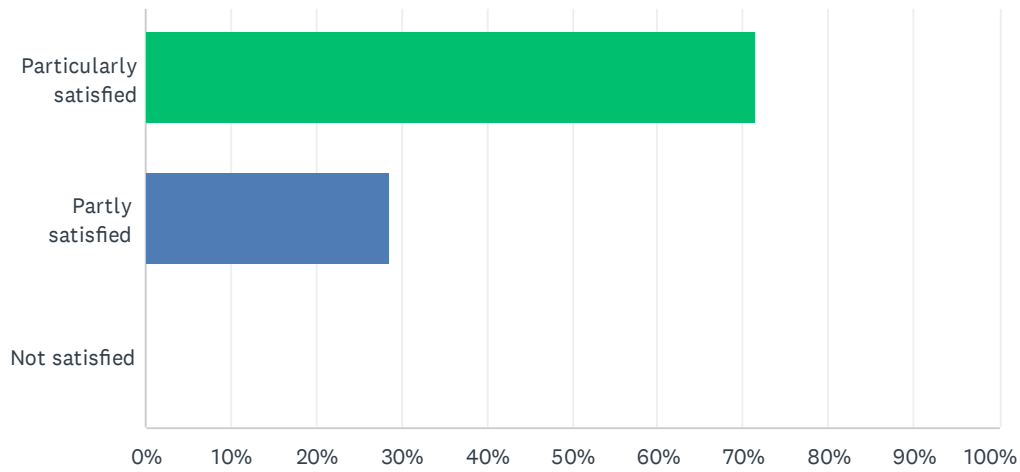
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	57.14%	4
Partly satisfied	14.29%	1
Not satisfied	28.57%	2
TOTAL		7

Q20 ...with the professional coaching sessions?

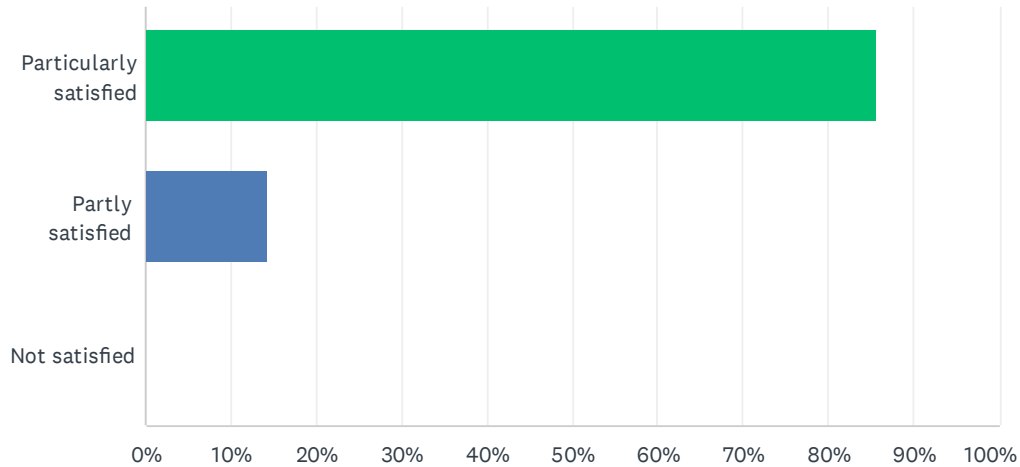
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	71.43%	5
Partly satisfied	28.57%	2
Not satisfied	0.00%	0
TOTAL		7

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

Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	85.71%	6
Partly satisfied	14.29%	1
Not satisfied	0.00%	0
TOTAL		7

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

Answered: 2 Skipped: 5