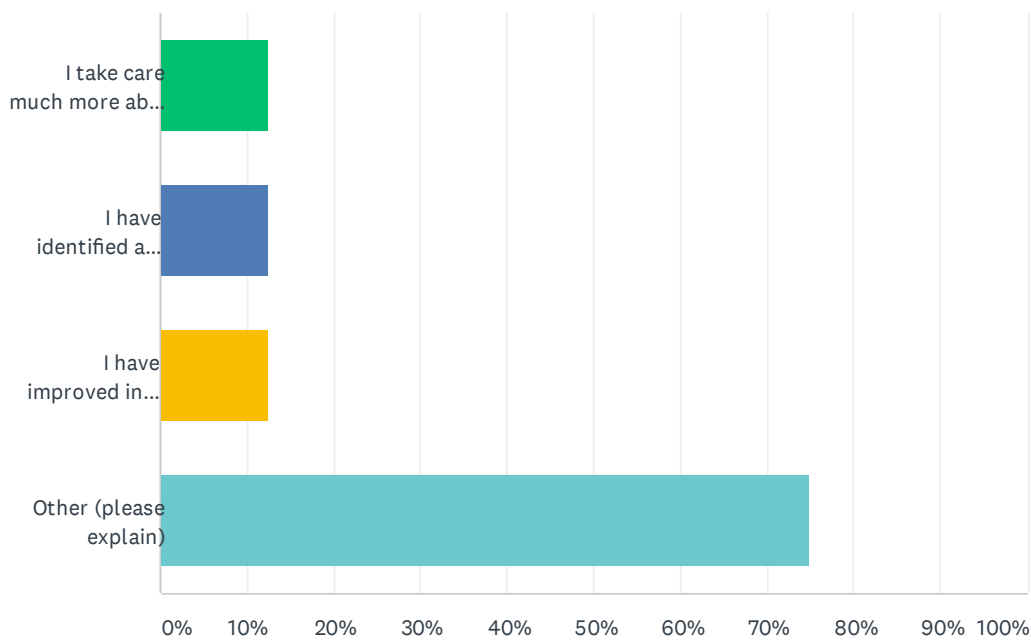


Q1 What did change for you during the Cross-Mentoring Program?(more than one answer possible)

Answered: 8 Skipped: 0

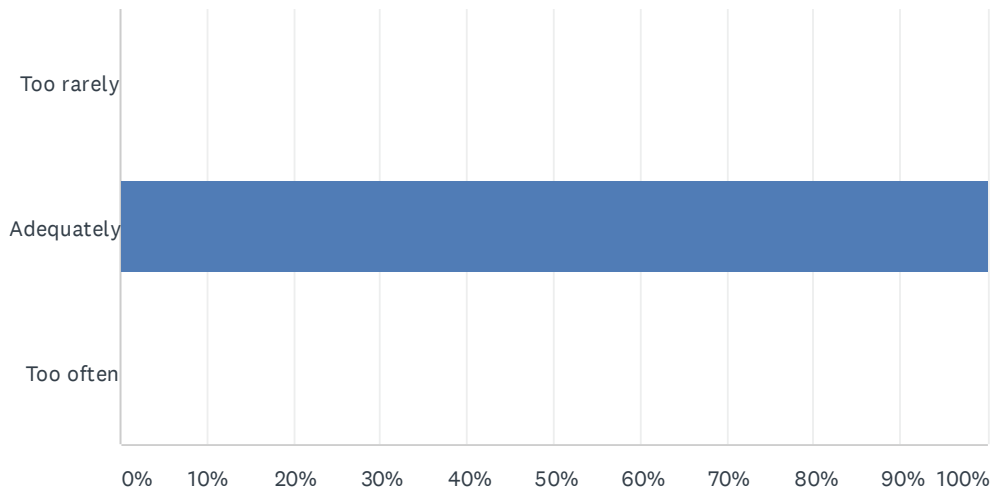


ANSWER CHOICES	RESPONSES
I take care much more about my high potential female colleagues (only applicable in case you had a female Mentee)	12.50% 1
I have identified at least one female colleague in my area who is worth being promoted (only applicable in case you had a female Mentee)	12.50% 1
I have improved in using my leadership capacities	12.50% 1
Other (please explain)	75.00% 6
Total Respondents: 8	

#	OTHER (PLEASE EXPLAIN)	DATE
1	I discovered how much the confinement put limits to women's career ambitions	9/18/2020 12:22 PM
2	Listening to the mentee asking questions and my own search for response helps me reflecting on my own life and career as well, whilst I focus entirely on helping the mentee. Oositive side effect!	9/18/2020 7:40 AM
3	I think I got a better understanding of the specific challenges encountered by female colleagues in a male dominated professional environment	9/1/2020 5:09 PM
4	I could complete my coaching field by adding a new area of industry	8/31/2020 9:52 AM
5	I reflected a lot about my own leadership style again.	8/24/2020 10:50 AM
6	I have improved not only to use but to share my leadership capacities	8/22/2020 1:32 PM

Q2 How often did you meet with your Mentee personally?

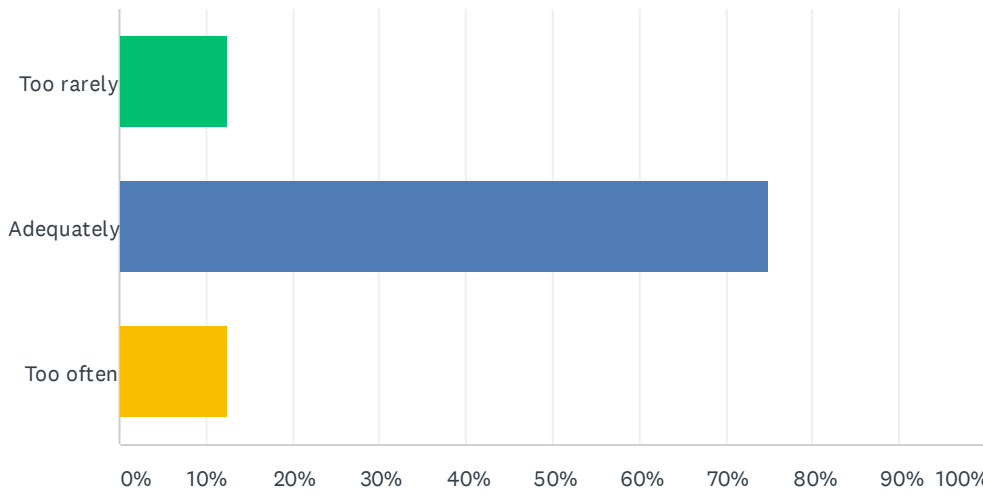
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	0.00%	0
Adequately	100.00%	8
Too often	0.00%	0
TOTAL		8

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

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Too rarely	12.50% 1
Adequately	75.00% 6
Too often	12.50% 1
TOTAL	8

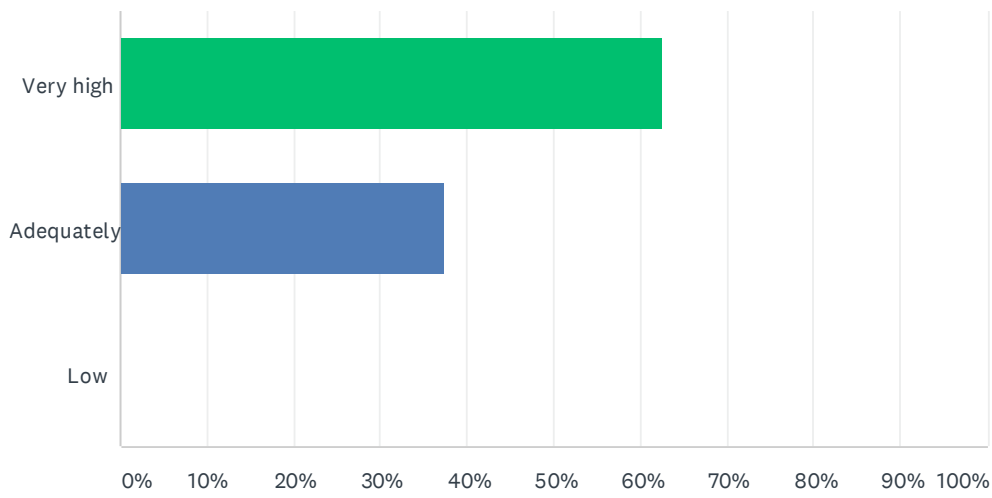
Q4 If applicable: Which were the reasons for not enough /too many meetings and phone calls with your Mentee?

Answered: 5 Skipped: 3

#	RESPONSES	DATE
1	Covid came in the way after mid-March. It was an opportunity to fit meetings into a busy schedule, but phone could not replace real f2f exchange	9/18/2020 12:22 PM
2	I prefer face to face meetings. Although I offered phone calls during confinement none of the mentees made use of it	9/1/2020 5:09 PM
3	Covid19 I would have loved to meet him more often personally.	8/24/2020 10:50 AM
4	We had meet us or phoned as many times we need it.	8/22/2020 1:32 PM
5	We probably had less meetings this year than in the past, which was due to the initial high level of work at the start of COVID (March / April), but got back on track afterward.	8/22/2020 11:00 AM

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

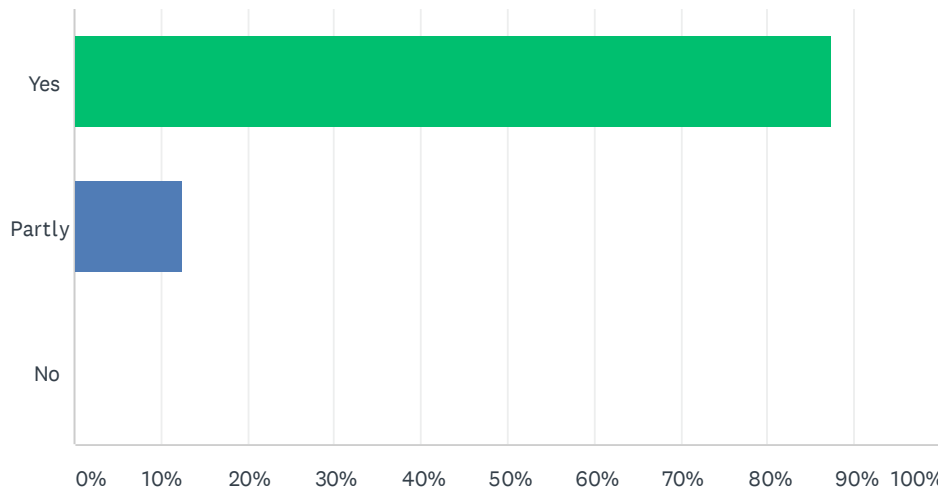
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	62.50%	5
Adequately	37.50%	3
Low	0.00%	0
TOTAL		8

Q6 Have the contents of the meetings met your expectations?

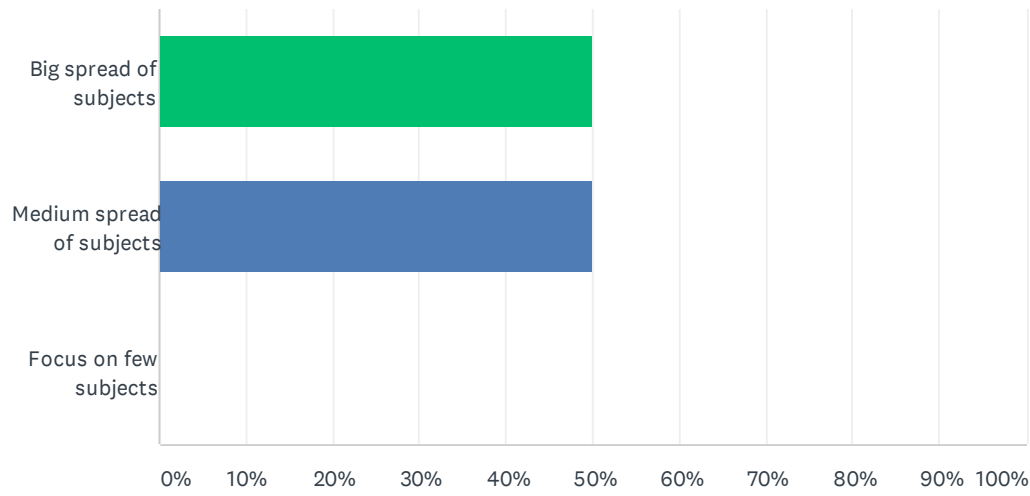
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	87.50%	7
Partly	12.50%	1
No	0.00%	0
TOTAL		8

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

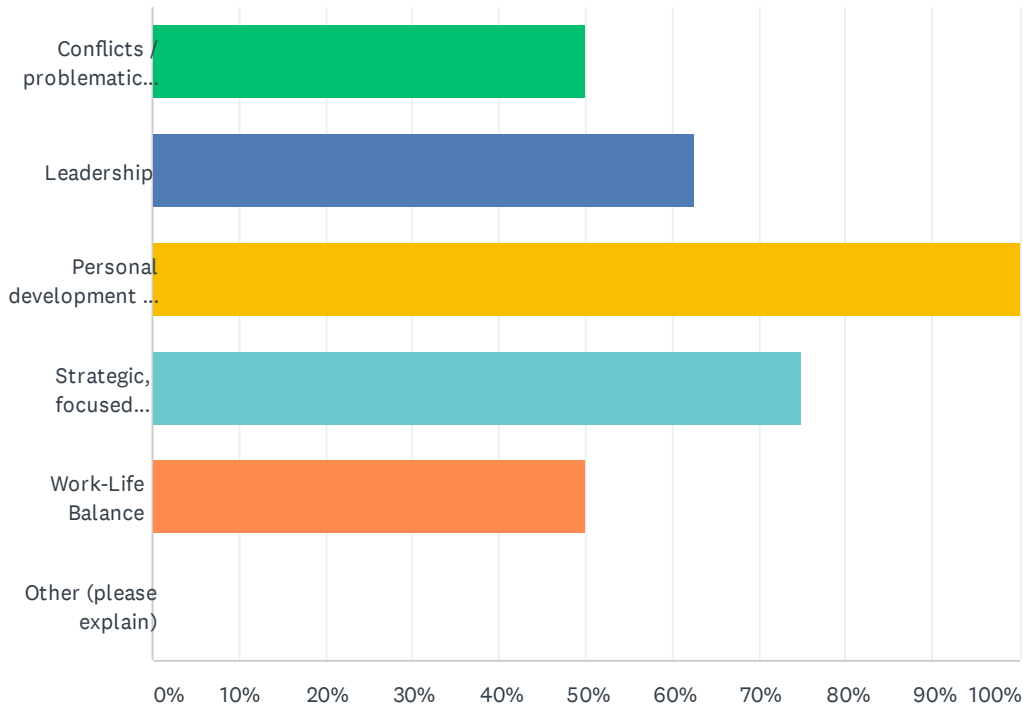
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Big spread of subjects	50.00%	4
Medium spread of subjects	50.00%	4
Focus on few subjects	0.00%	0
TOTAL		8

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)

Answered: 8 Skipped: 0

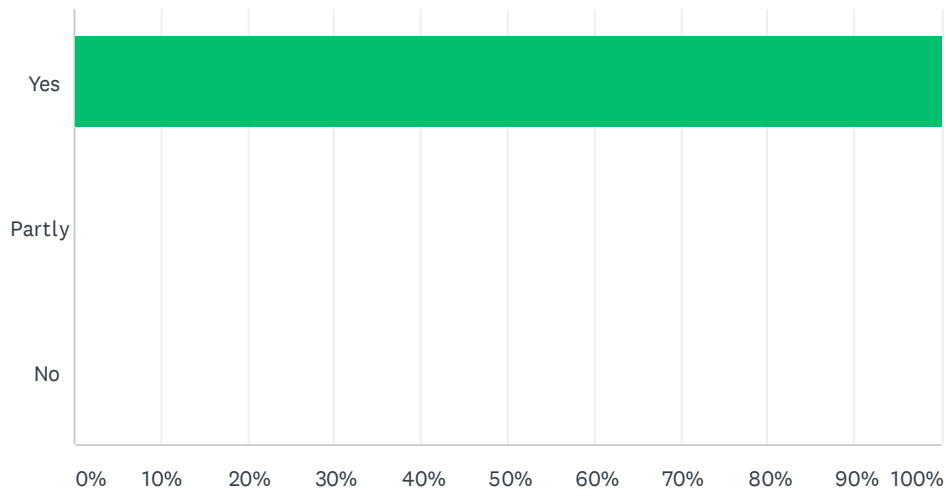


ANSWER CHOICES	RESPONSES
Conflicts / problematic situations - issues	50.00% 4
Leadership	62.50% 5
Personal development / career(planning)	100.00% 8
Strategic, focused relationship with clients, superiors and colleagues	75.00% 6
Work-Life Balance	50.00% 4
Other (please explain)	0.00% 0
Total Respondents: 8	

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

Q9 Did the Mentee-Mentor Matching satisfy you?

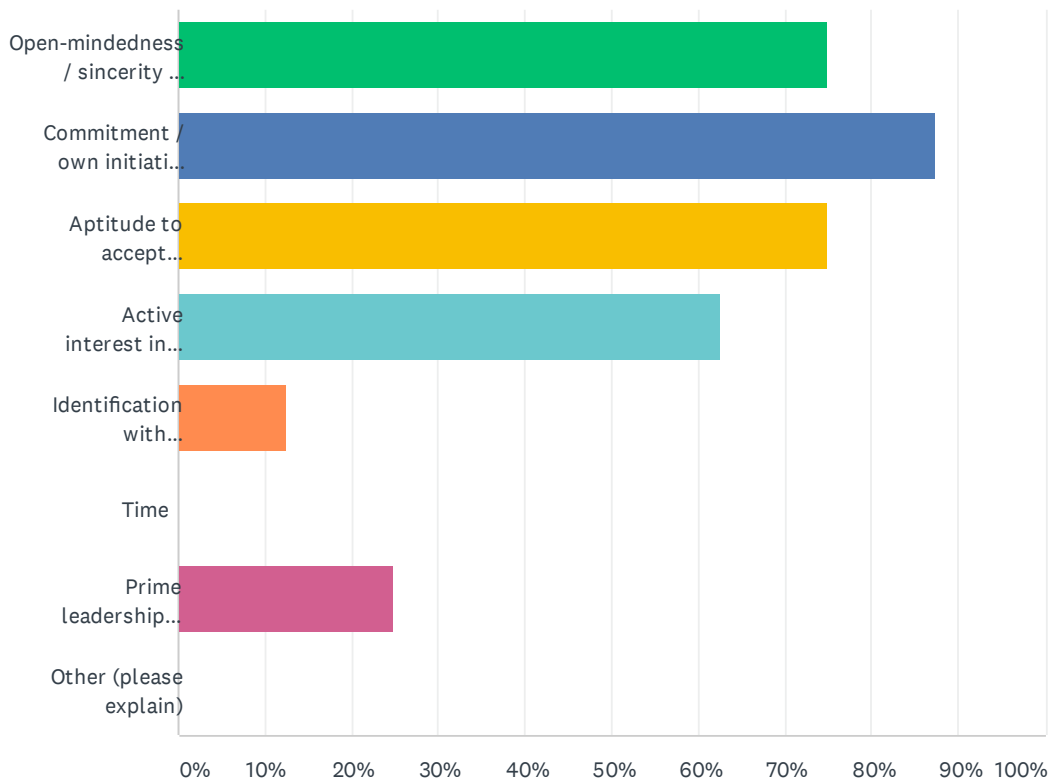
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	8
Partly	0.00%	0
No	0.00%	0
TOTAL		8

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

Answered: 8 Skipped: 0

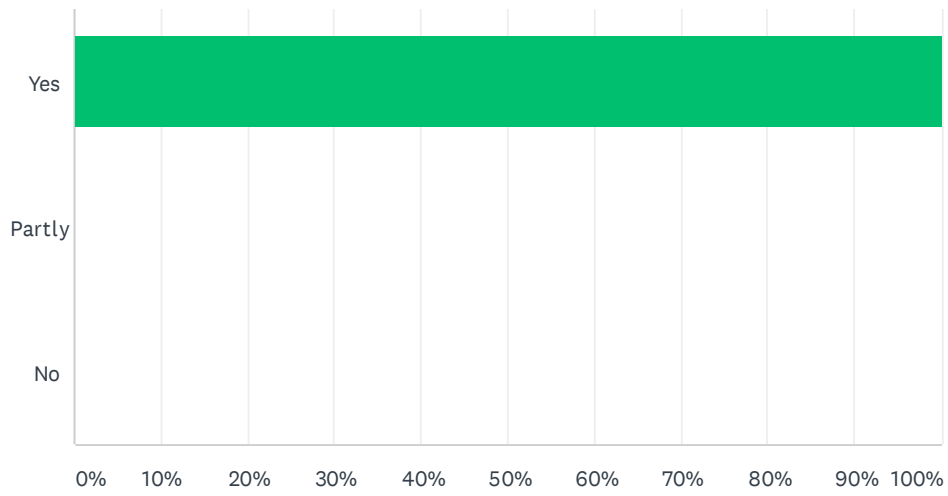


ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	75.00%	6
Commitment / own initiative / self-responsibility / patience	87.50%	7
Aptitude to accept criticism / sincerity	75.00%	6
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	62.50%	5
Identification with Cross-Mentoring Program	12.50%	1
Time	0.00%	0
Prime leadership experience	25.00%	2
Other (please explain)	0.00%	0
Total Respondents: 8		

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

Q11 Did your Mentee live up to the expectations?

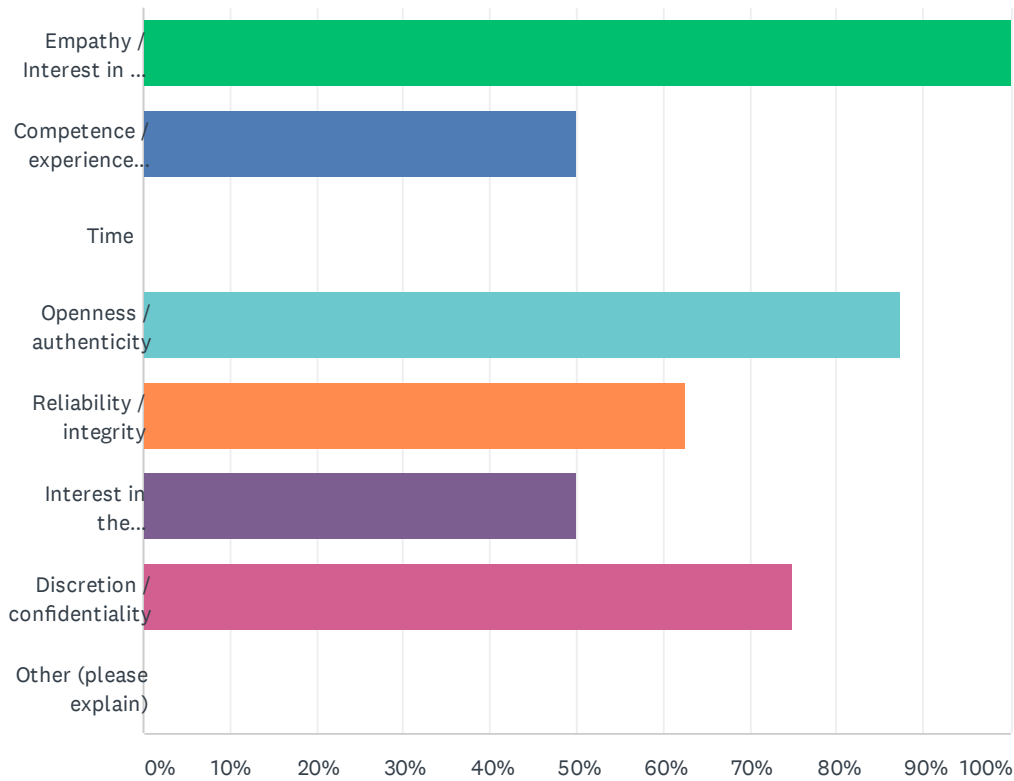
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	8
Partly	0.00%	0
No	0.00%	0
TOTAL		8

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

Answered: 8 Skipped: 0

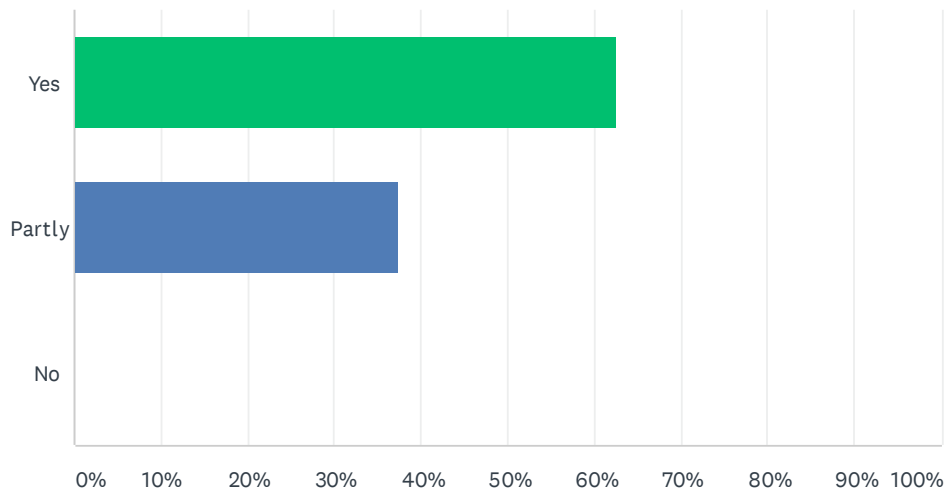


ANSWER CHOICES	RESPONSES
Empathy / Interest in the Mentee, in other people / active listener	100.00% 8
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	50.00% 4
Time	0.00% 0
Openness / authenticity	87.50% 7
Reliability / integrity	62.50% 5
Interest in the Cross-Mentoring Program	50.00% 4
Discretion / confidentiality	75.00% 6
Other (please explain)	0.00% 0
Total Respondents: 8	

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

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

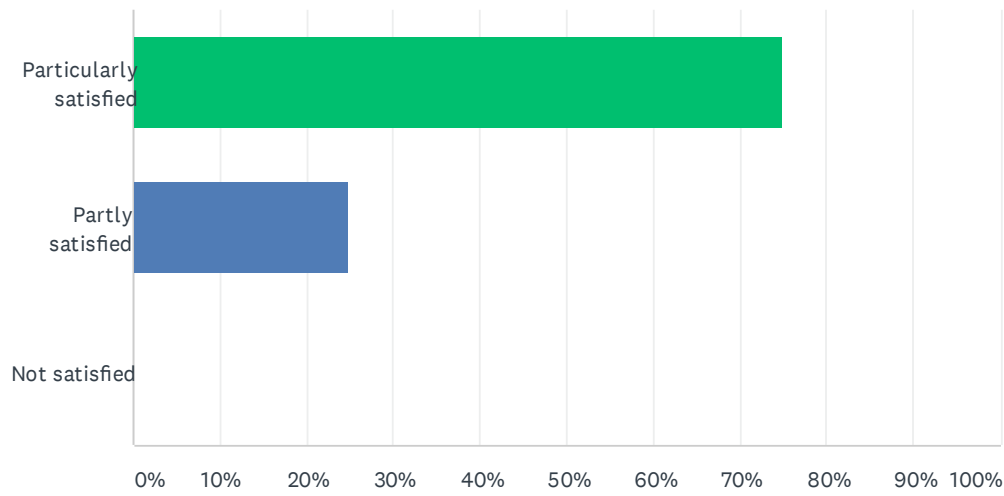
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.50%	5
Partly	37.50%	3
No	0.00%	0
TOTAL		8

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

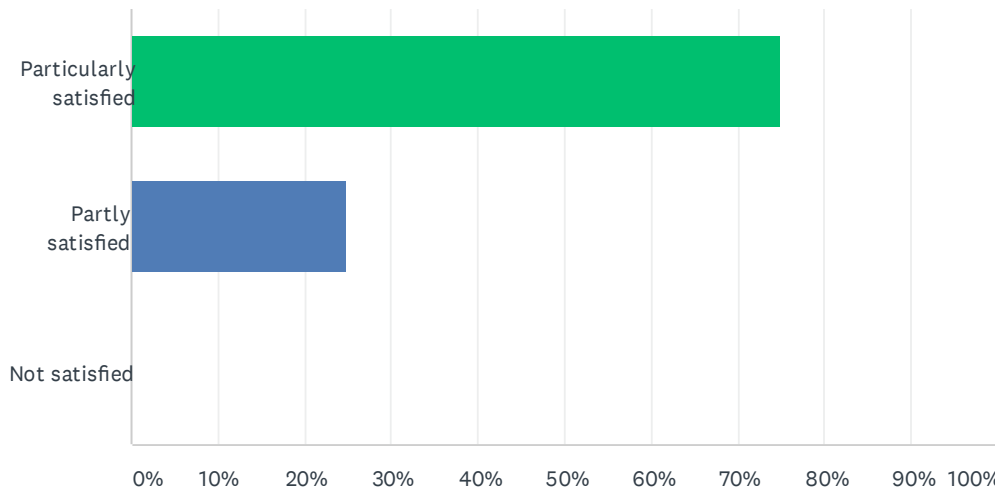
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	75.00%	6
Partly satisfied	25.00%	2
Not satisfied	0.00%	0
TOTAL		8

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

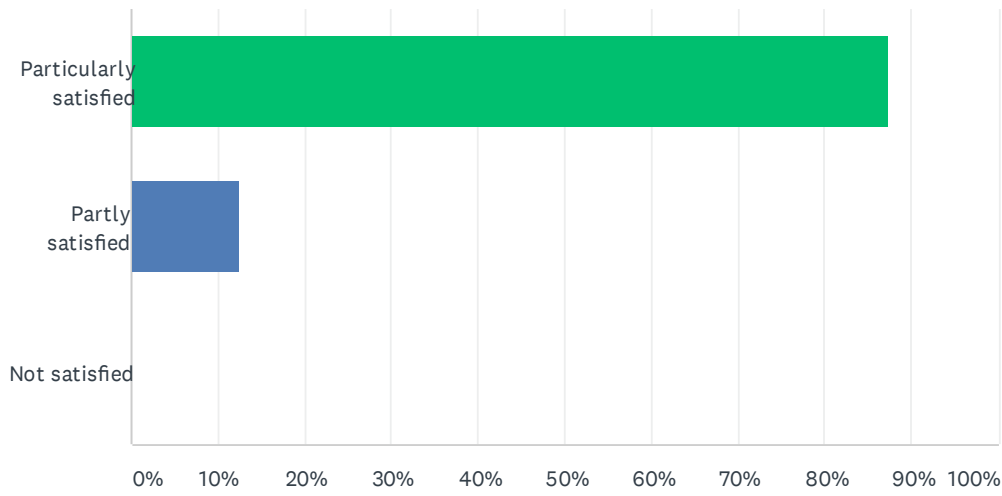
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES
Particularly satisfied	75.00% 6
Partly satisfied	25.00% 2
Not satisfied	0.00% 0
TOTAL	8

Q16 ...with the contact to your Mentee?

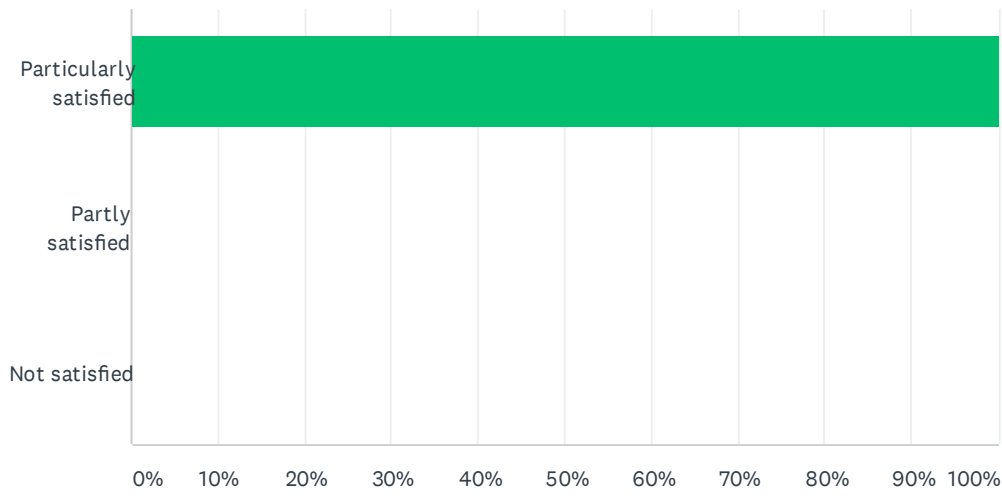
Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	87.50%	7
Partly satisfied	12.50%	1
Not satisfied	0.00%	0
TOTAL		8

Q17 ...with the Mentor Master Classes (if applicable)?

Answered: 3 Skipped: 5



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	3
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
TOTAL		3

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

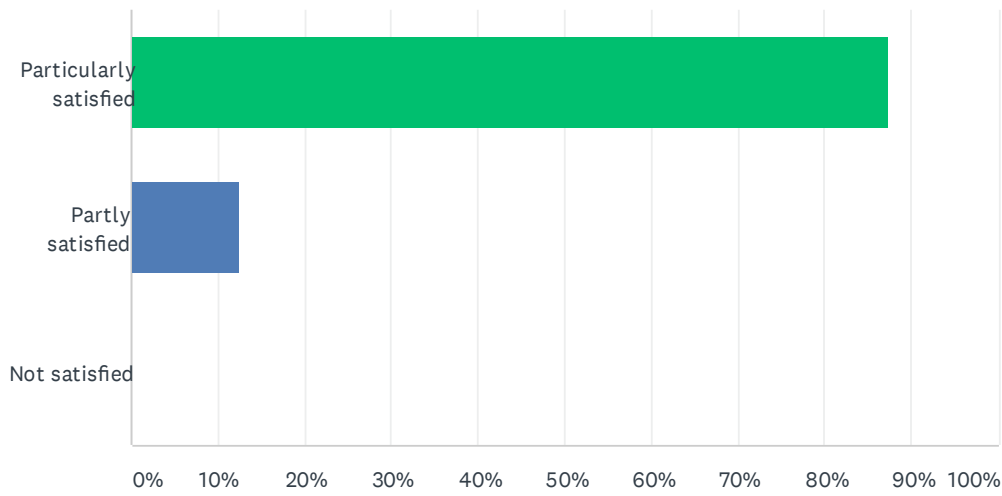
Answered: 0 Skipped: 8

 No matching responses.

ANSWER CHOICES	RESPONSES	
Particularly satisfied	0.00%	0
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
TOTAL		0

Q19 ...with the assistance and support during the Cross-Mentoring Program?

Answered: 8 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	87.50%	7
Partly satisfied	12.50%	1
Not satisfied	0.00%	0
TOTAL		8

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

Answered: 7 Skipped: 1

#	RESPONSES	DATE
1	I am happy to be a mentor again should an adequate matching be possible	9/18/2020 12:23 PM
2	Very good match this year, thank you!	9/18/2020 7:45 AM
3	Enriching experience that I would like to continue	9/1/2020 5:13 PM
4	Good program, excellent matching mentor / mentees, keep it up, focus a little more on checking real commitment of mentees to see program through.	8/31/2020 10:00 AM
5	My mentee is a great person and hope that more persons like him will become leaders in our society.	8/24/2020 10:54 AM
6	It's very interesting to participate in such a program	8/22/2020 1:34 PM
7	Excellent program Very high profile of the mentees A profitable experience for all parties	8/22/2020 9:13 AM