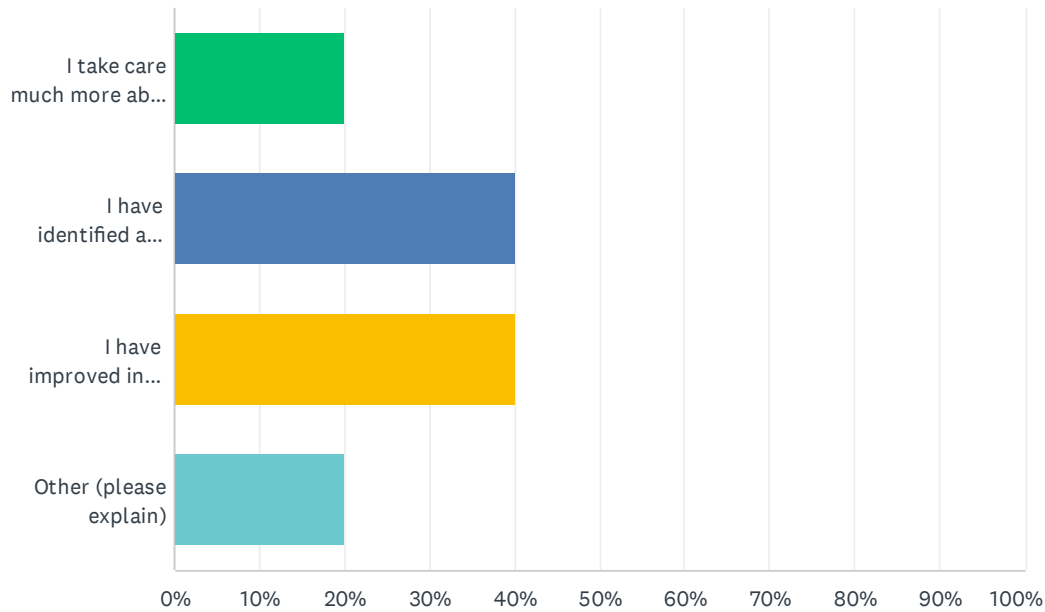


Q1 What did change for you during the Cross-Mentoring Program?(more than one answer possible)

Answered: 5 Skipped: 0

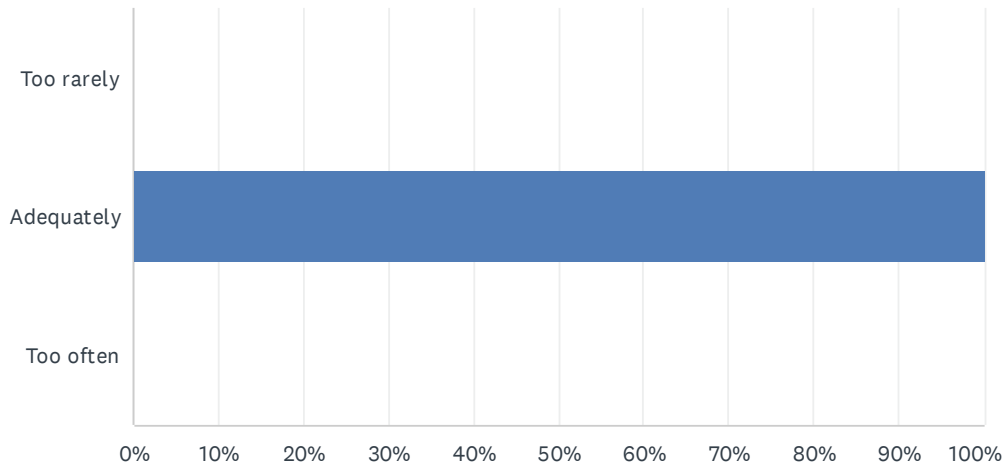


| ANSWER CHOICES | RESPONSES |
|--|-----------|
| I take care much more about my high potential female colleagues (only applicable in case you had a female Mentee) | 20.00% 1 |
| I have identified at least one female colleague in my area who is worth being promoted (only applicable in case you had a female Mentee) | 40.00% 2 |
| I have improved in using my leadership capacities | 40.00% 2 |
| Other (please explain) | 20.00% 1 |
| Total Respondents: 5 | |

| # | OTHER (PLEASE EXPLAIN) | DATE |
|---|--------------------------|-------------------|
| 1 | I learned from my mentee | 9/20/2023 9:19 PM |

Q2 How often did you meet with your Mentee personally or via video conference?

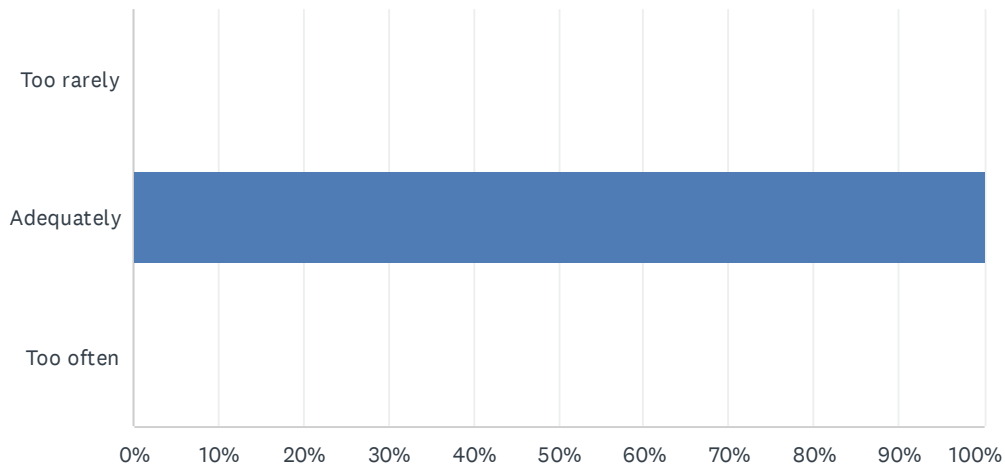
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Too rarely | 0.00% 0 |
| Adequately | 100.00% 5 |
| Too often | 0.00% 0 |
| TOTAL | 5 |

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

Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Too rarely | 0.00% | 0 |
| Adequately | 100.00% | 5 |
| Too often | 0.00% | 0 |
| TOTAL | | 5 |

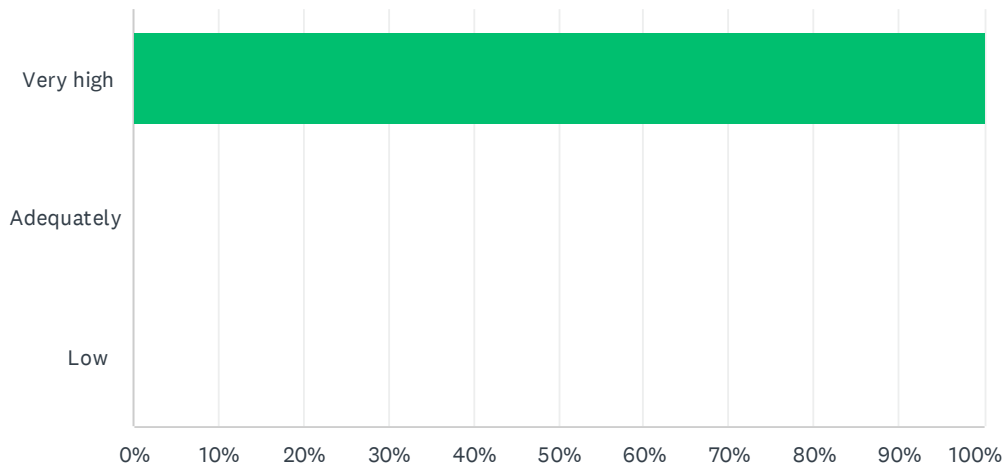
Q4 If applicable: Which were the reasons for not enough /too many meetings and phone calls with your Mentee?

Answered: 0 Skipped: 5

| # | RESPONSES | DATE |
|---|-------------------------|------|
| | There are no responses. | |

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

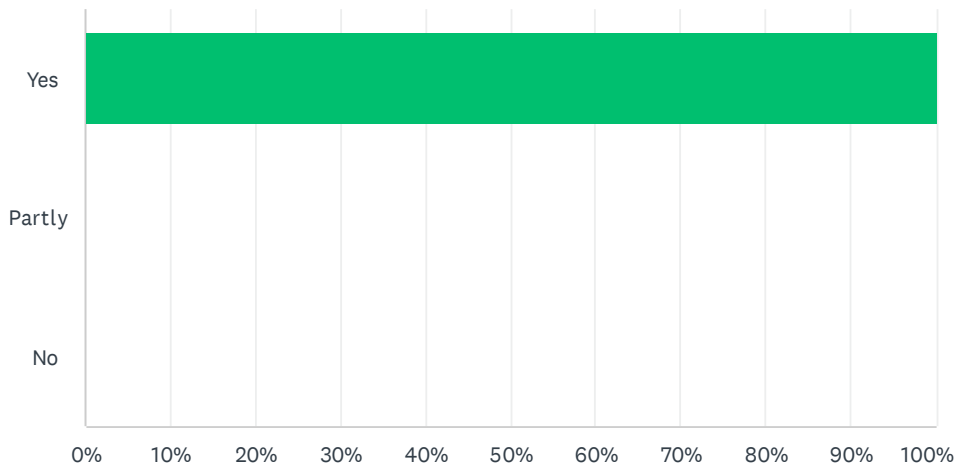
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Very high | 100.00% | 5 |
| Adequately | 0.00% | 0 |
| Low | 0.00% | 0 |
| TOTAL | | 5 |

Q6 Have the contents of the meetings met your expectations?

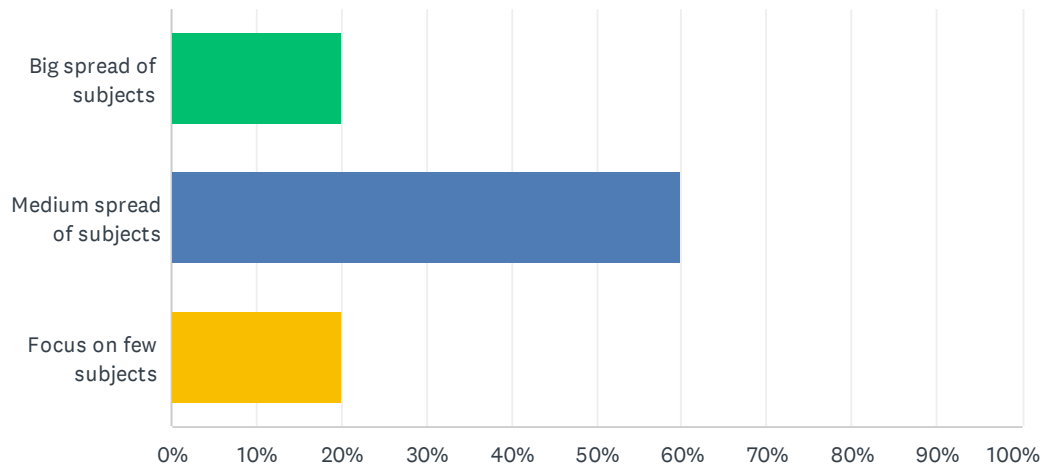
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Yes | 100.00% | 5 |
| Partly | 0.00% | 0 |
| No | 0.00% | 0 |
| TOTAL | | 5 |

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

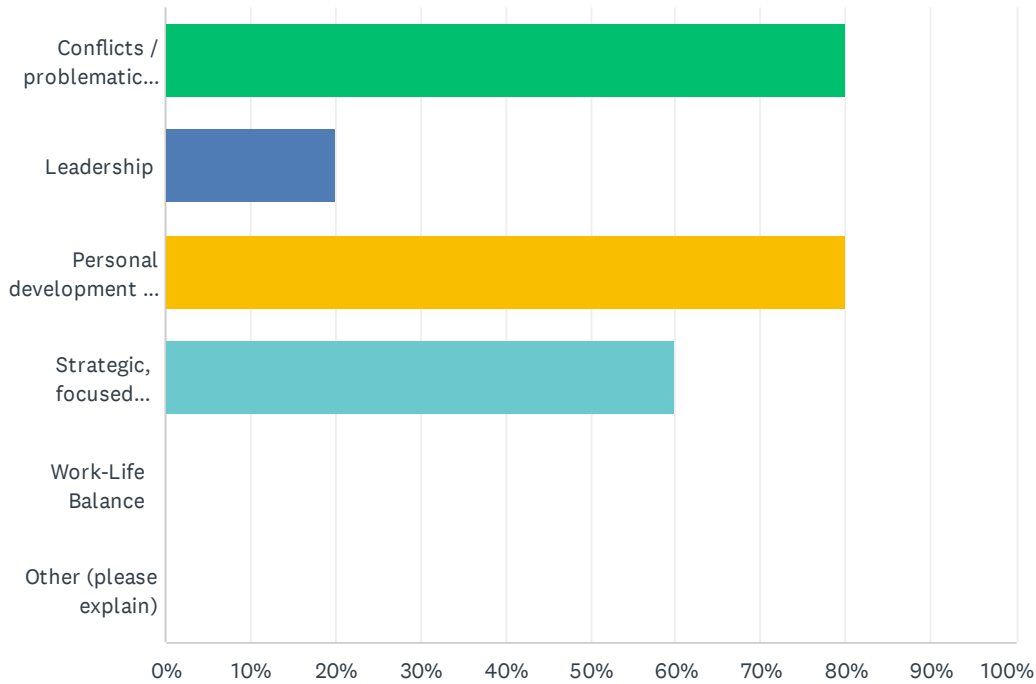
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|----------|
| Big spread of subjects | 20.00% | 1 |
| Medium spread of subjects | 60.00% | 3 |
| Focus on few subjects | 20.00% | 1 |
| TOTAL | | 5 |

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: 5 Skipped: 0

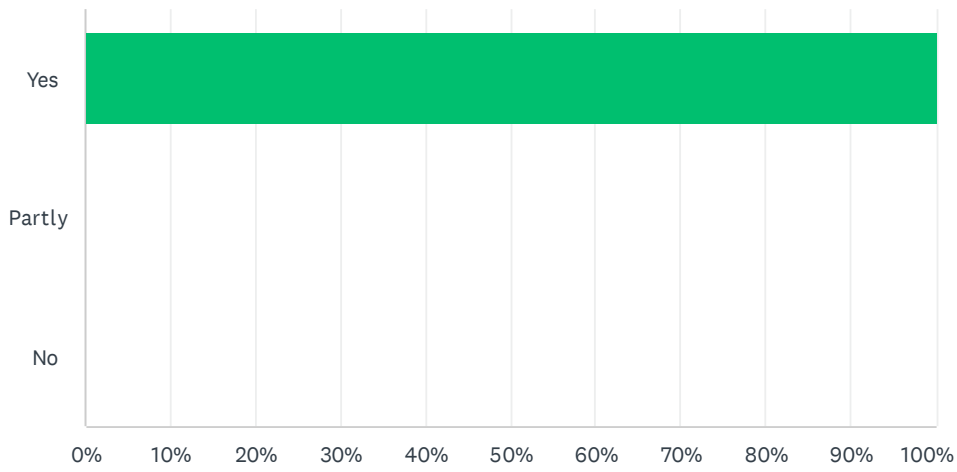


| ANSWER CHOICES | RESPONSES |
|--|-----------|
| Conflicts / problematic situations - issues | 80.00% 4 |
| Leadership | 20.00% 1 |
| Personal development / career(planning) | 80.00% 4 |
| Strategic, focused relationship with clients, superiors and colleagues | 60.00% 3 |
| Work-Life Balance | 0.00% 0 |
| Other (please explain) | 0.00% 0 |
| Total Respondents: 5 | |

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

Q9 Did the Mentee-Mentor Matching satisfy you?

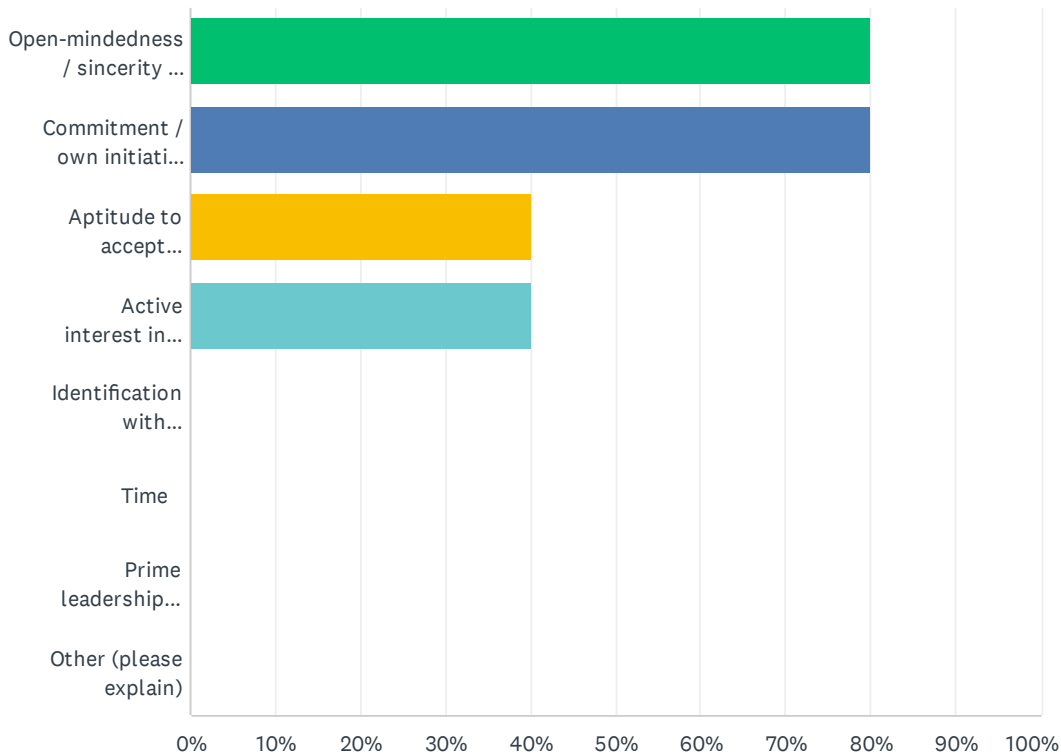
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Yes | 100.00% | 5 |
| Partly | 0.00% | 0 |
| No | 0.00% | 0 |
| TOTAL | | 5 |

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

Answered: 5 Skipped: 0

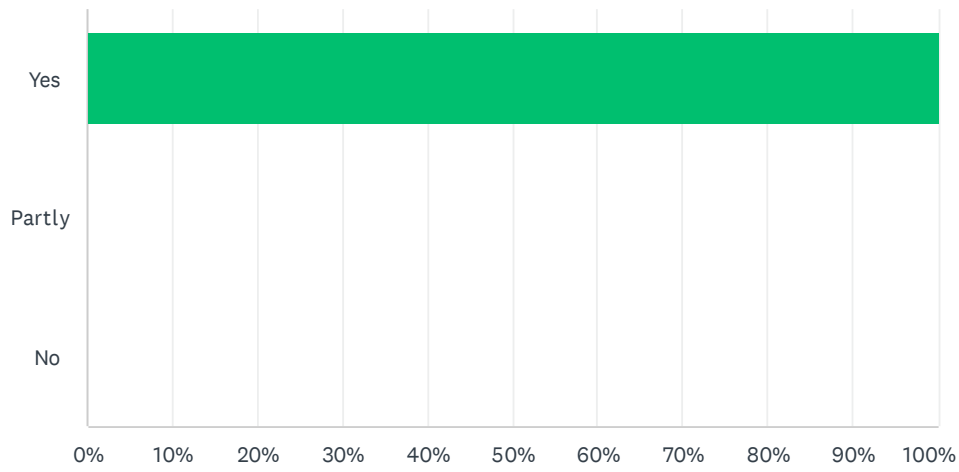


| ANSWER CHOICES | RESPONSES | |
|--|-----------|---|
| Open-mindedness / sincerity / inclination to learn and change | 80.00% | 4 |
| Commitment / own initiative / self-responsibility / patience | 80.00% | 4 |
| Aptitude to accept criticism / sincerity | 40.00% | 2 |
| Active interest in personal development / carrier (as well as appropriate opportunity within the firm) | 40.00% | 2 |
| Identification with Cross-Mentoring Program | 0.00% | 0 |
| Time | 0.00% | 0 |
| Prime leadership experience | 0.00% | 0 |
| Other (please explain) | 0.00% | 0 |
| Total Respondents: 5 | | |

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

Q11 Did your Mentee live up to the expectations?

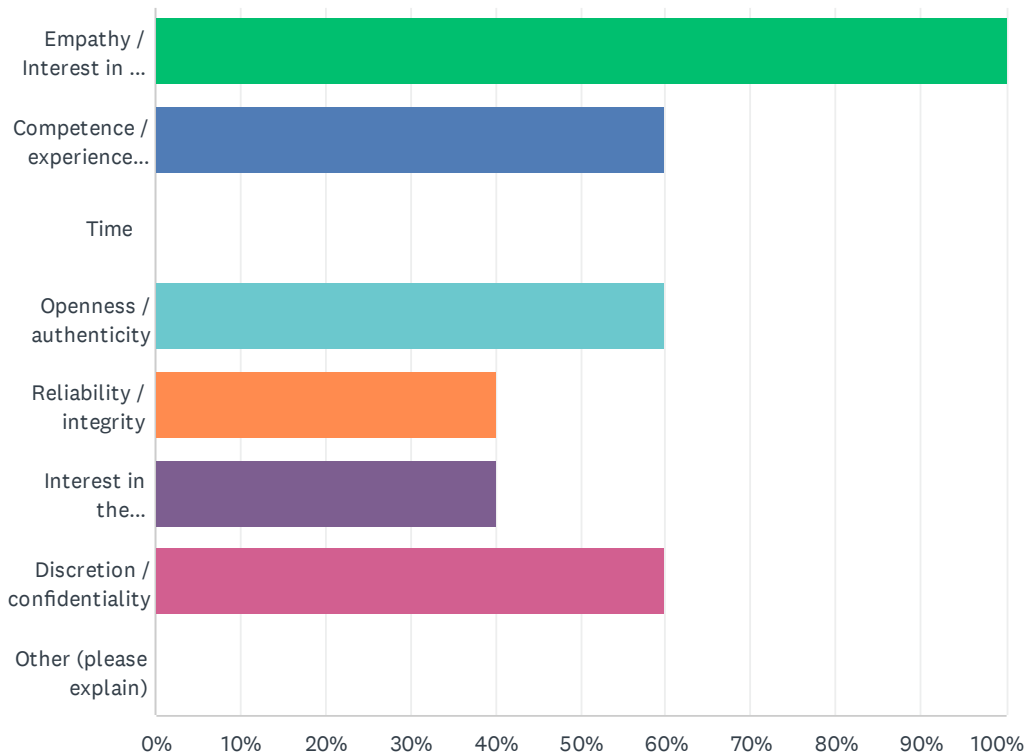
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Yes | 100.00% | 5 |
| Partly | 0.00% | 0 |
| No | 0.00% | 0 |
| TOTAL | | 5 |

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

Answered: 5 Skipped: 0

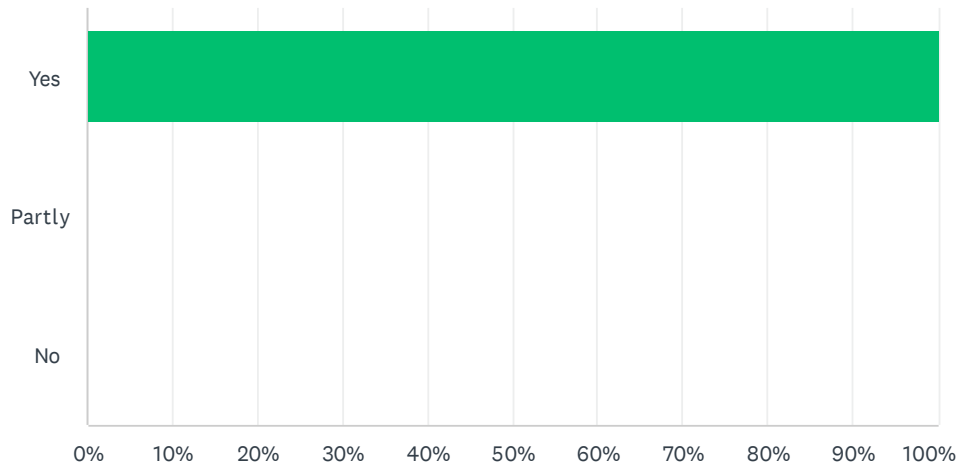


| ANSWER CHOICES | RESPONSES |
|--|-----------|
| Empathy / Interest in the Mentee, in other people / active listener | 100.00% 5 |
| Competence / experience (particularly leadership!) / interesting CV / Senior Manager | 60.00% 3 |
| Time | 0.00% 0 |
| Openness / authenticity | 60.00% 3 |
| Reliability / integrity | 40.00% 2 |
| Interest in the Cross-Mentoring Program | 40.00% 2 |
| Discretion / confidentiality | 60.00% 3 |
| Other (please explain) | 0.00% 0 |
| Total Respondents: 5 | |

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

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

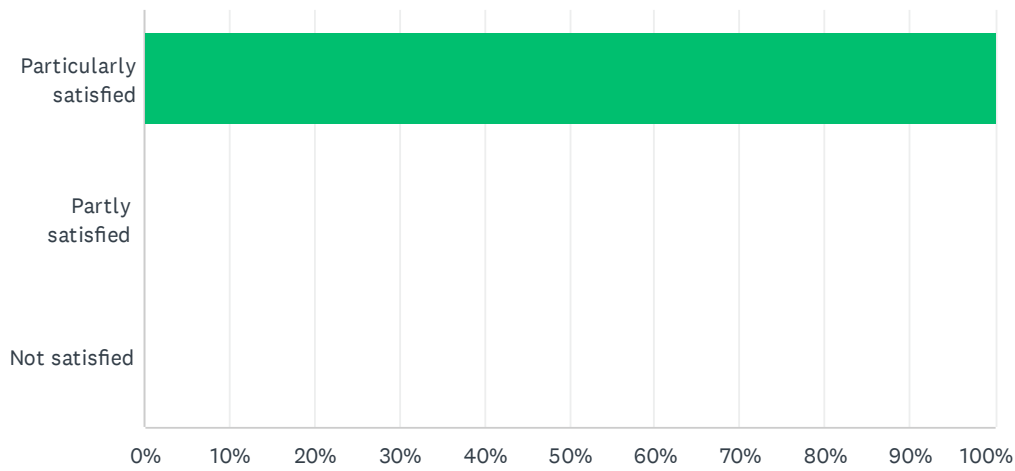
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----------|
| Yes | 100.00% | 5 |
| Partly | 0.00% | 0 |
| No | 0.00% | 0 |
| TOTAL | | 5 |

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

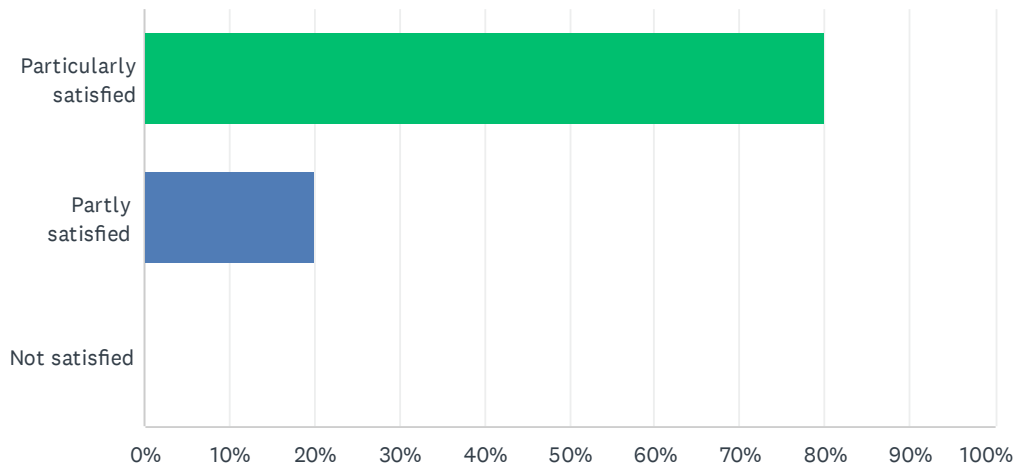
Answered: 5 Skipped: 0



| ANSWER CHOICES | | RESPONSES | |
|------------------------|--|-----------|---|
| Particularly satisfied | | 100.00% | 5 |
| Partly satisfied | | 0.00% | 0 |
| Not satisfied | | 0.00% | 0 |
| TOTAL | | | 5 |

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

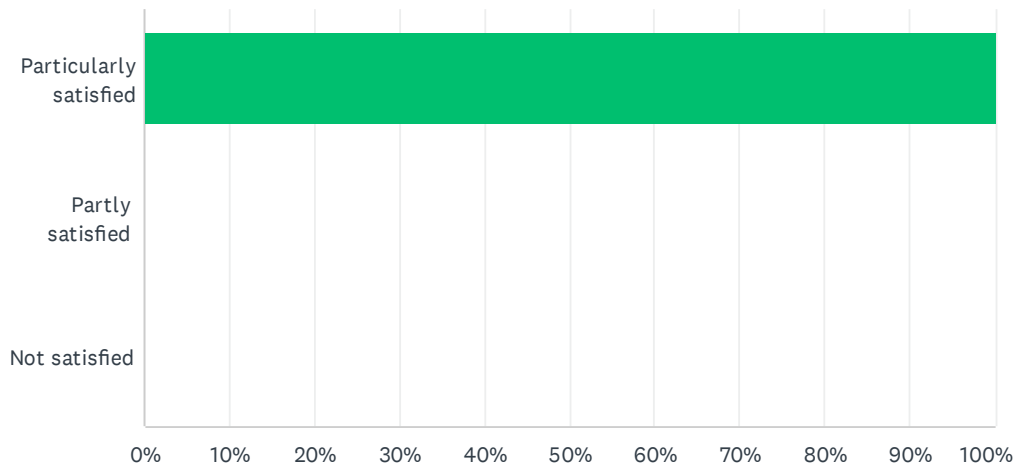
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----------|
| Particularly satisfied | 80.00% | 4 |
| Partly satisfied | 20.00% | 1 |
| Not satisfied | 0.00% | 0 |
| TOTAL | | 5 |

Q16 ...with the contact to your Mentee?

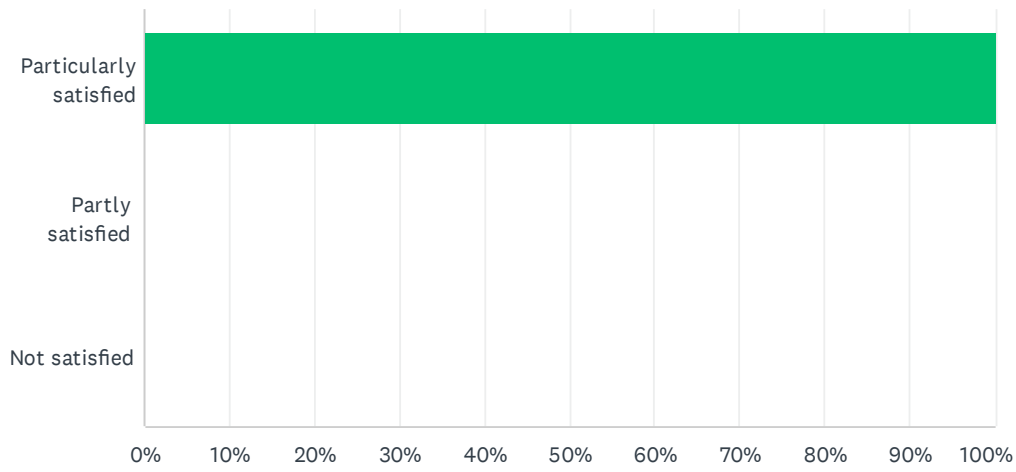
Answered: 5 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----------|
| Particularly satisfied | 100.00% | 5 |
| Partly satisfied | 0.00% | 0 |
| Not satisfied | 0.00% | 0 |
| TOTAL | | 5 |

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

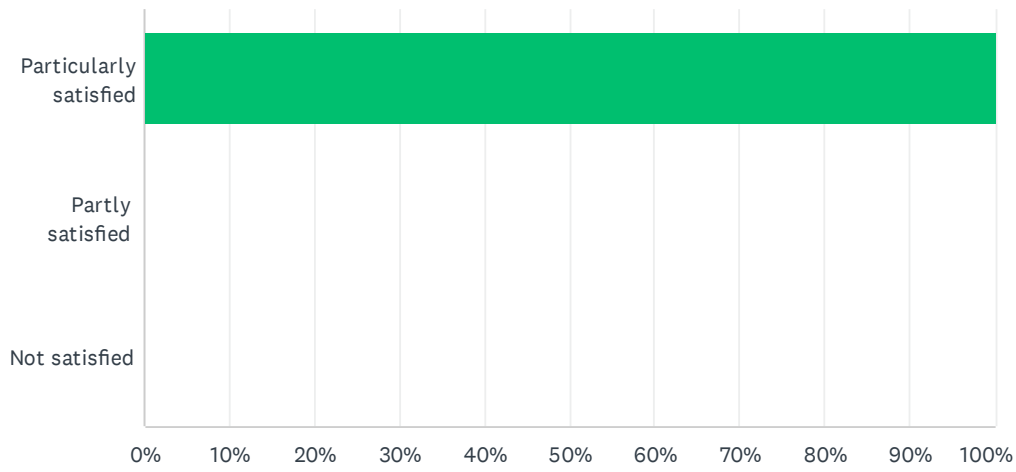
Answered: 2 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----------|
| Particularly satisfied | 100.00% | 2 |
| Partly satisfied | 0.00% | 0 |
| Not satisfied | 0.00% | 0 |
| TOTAL | | 2 |

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

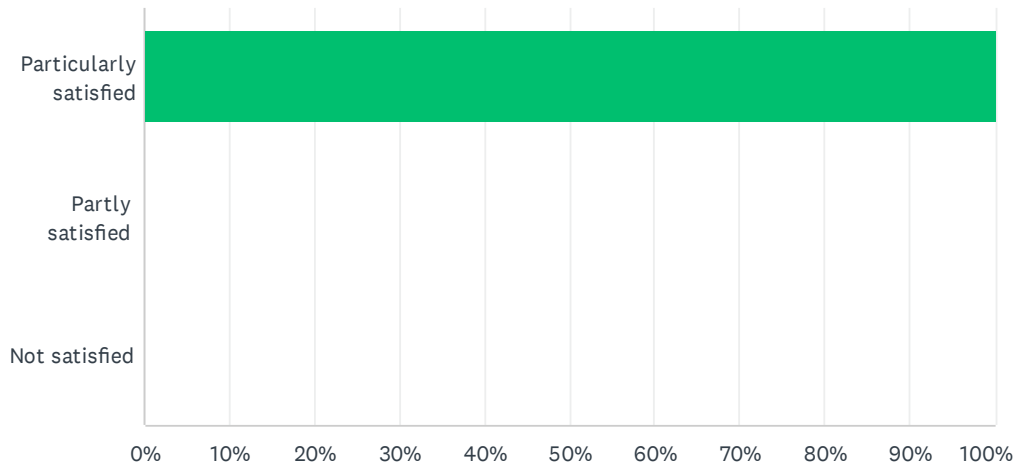
Answered: 1 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----------|
| Particularly satisfied | 100.00% | 1 |
| Partly satisfied | 0.00% | 0 |
| Not satisfied | 0.00% | 0 |
| TOTAL | | 1 |

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

Answered: 4 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----------|
| Particularly satisfied | 100.00% | 4 |
| Partly satisfied | 0.00% | 0 |
| Not satisfied | 0.00% | 0 |
| TOTAL | | 4 |

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

Answered: 4 Skipped: 1

| # | RESPONSES | DATE |
|---|--|-------------------|
| 1 | Many thanks to You for this refreshing experience ! | 9/11/2023 4:22 PM |
| 2 | very important experience to both sides | 8/25/2023 9:27 AM |
| 3 | The experience so far was more of a bilateral one with my mentee, it would be nice to have an opportunity for peer-discussions with other mentors. MAYbe that is the purpose of the even end of September? | 8/25/2023 8:35 AM |
| 4 | As always it has been a pleasure and a learning experience | 8/25/2023 8:22 AM |