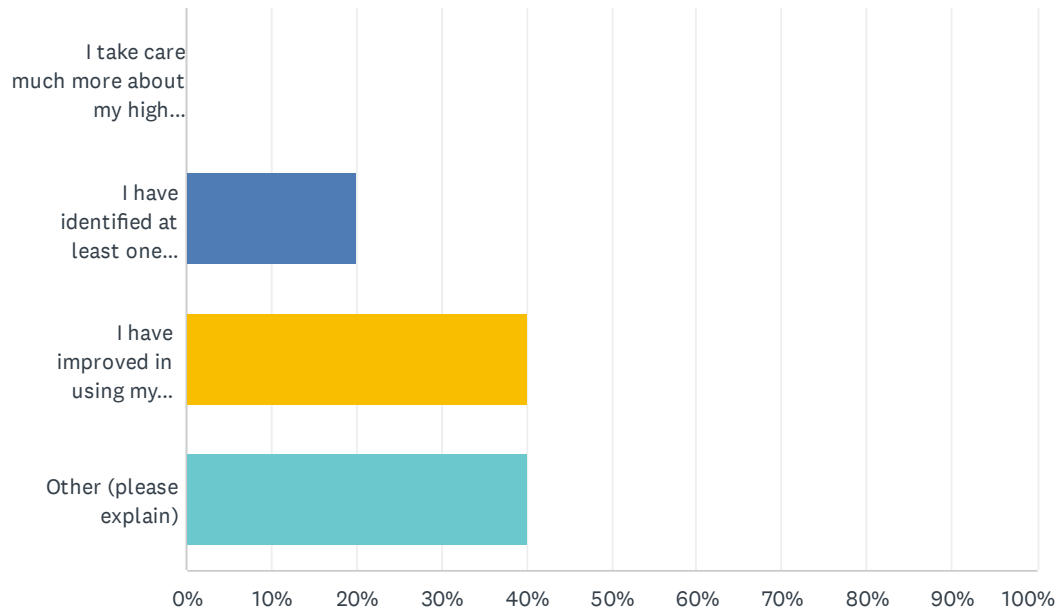


## Q1 What did change for you during the Cross-Mentoring Program?(more than one answer possible)

Answered: 5 Skipped: 2

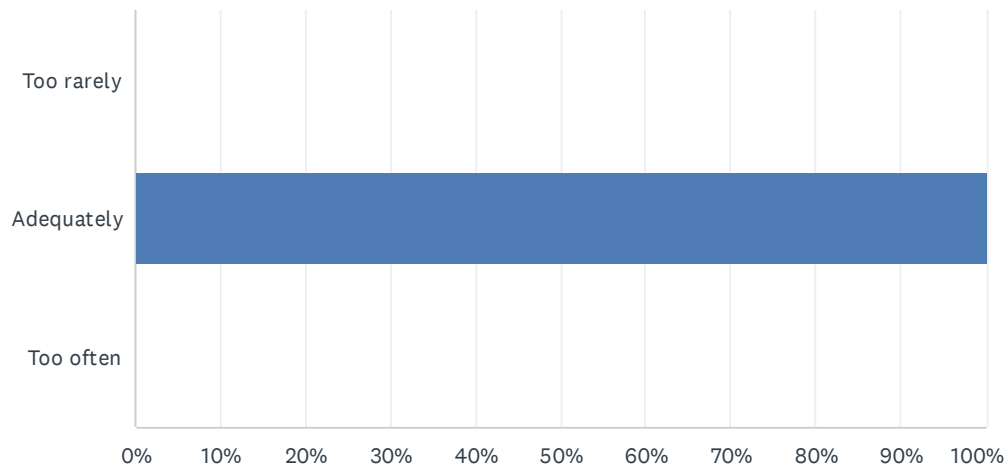


ANSWER CHOICES	RESPONSES	
I take care much more about my high potential female colleagues (only applicable in case you had a female Mentee)	0.00%	0
I have identified at least one female colleague in my area who is worth being promoted (only applicable in case you had a female Mentee)	20.00%	1
I have improved in using my leadership capacities	40.00%	2
Other (please explain)	40.00%	2
Total Respondents: 5		

#	OTHER (PLEASE EXPLAIN)	DATE
1	I am a retired mentor and happy to share.	9/21/2024 5:02 PM
2	I have been able to improve my coaching	9/9/2024 9:03 AM

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

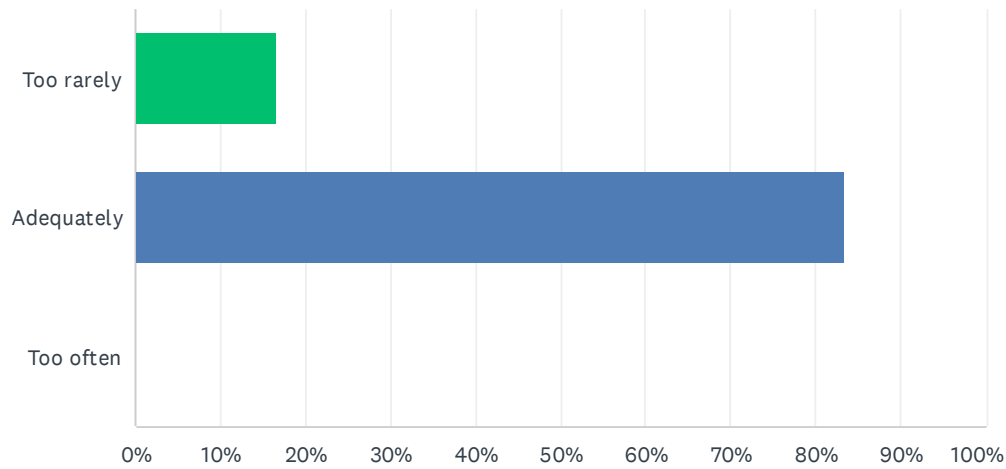
Answered: 7 Skipped: 0



ANSWER CHOICES		RESPONSES	
Too rarely		0.00%	0
Adequately		100.00%	7
Too often		0.00%	0
TOTAL			7

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

Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Too rarely	16.67%	1
Adequately	83.33%	5
Too often	0.00%	0
TOTAL		6

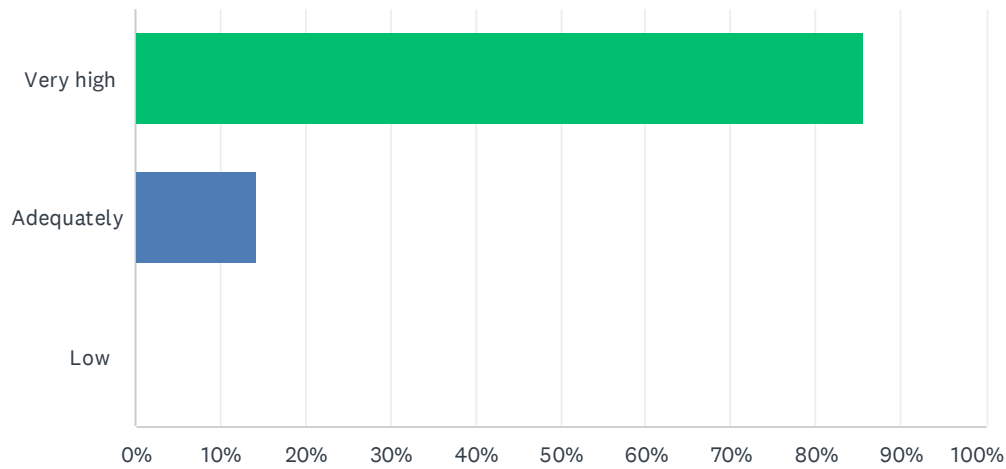
## Q4 If applicable: Which were the reasons for not enough /too many meetings and phone calls with your Mentee?

Answered: 4   Skipped: 3

#	RESPONSES	DATE
1	Sometimes my personal issues might have caused a delay in our meetings.	9/21/2024 5:02 PM
2	We had physial meetings by preference	9/17/2024 12:04 PM
3	It was generally well planned with the exception of one mentee who was not timely for our meetings	9/9/2024 9:03 AM
4	the ferquency of contacts was depening on her needs.	9/8/2024 7:49 PM

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

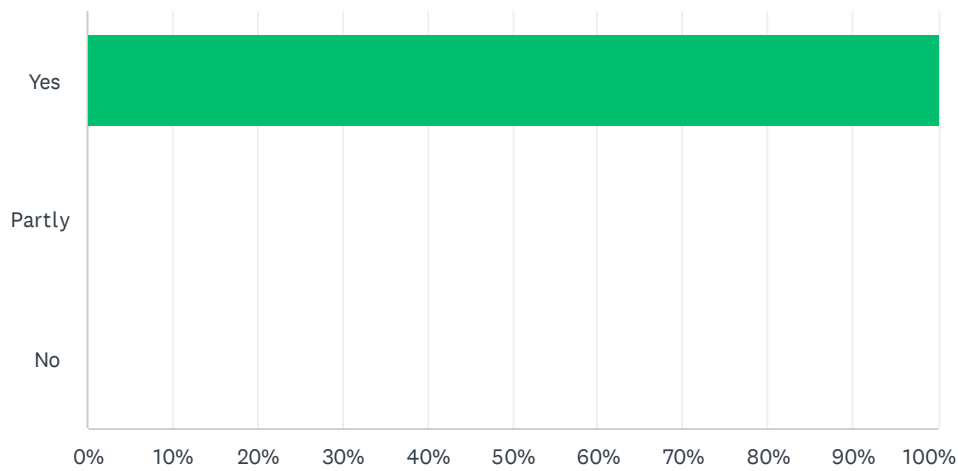
Answered: 7   Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	85.71%	6
Adequately	14.29%	1
Low	0.00%	0
TOTAL		7

## Q6 Have the contents of the meetings met your expectations?

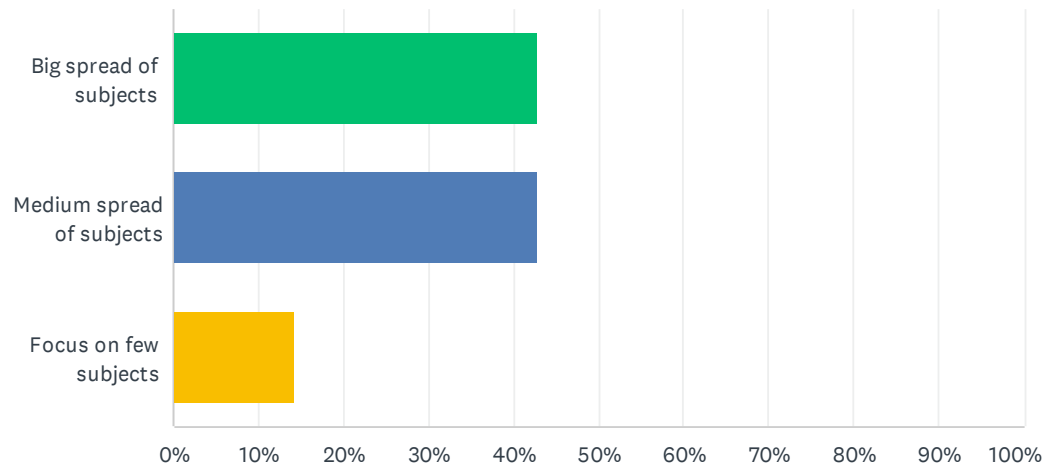
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	7
Partly	0.00%	0
No	0.00%	0
TOTAL		7

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

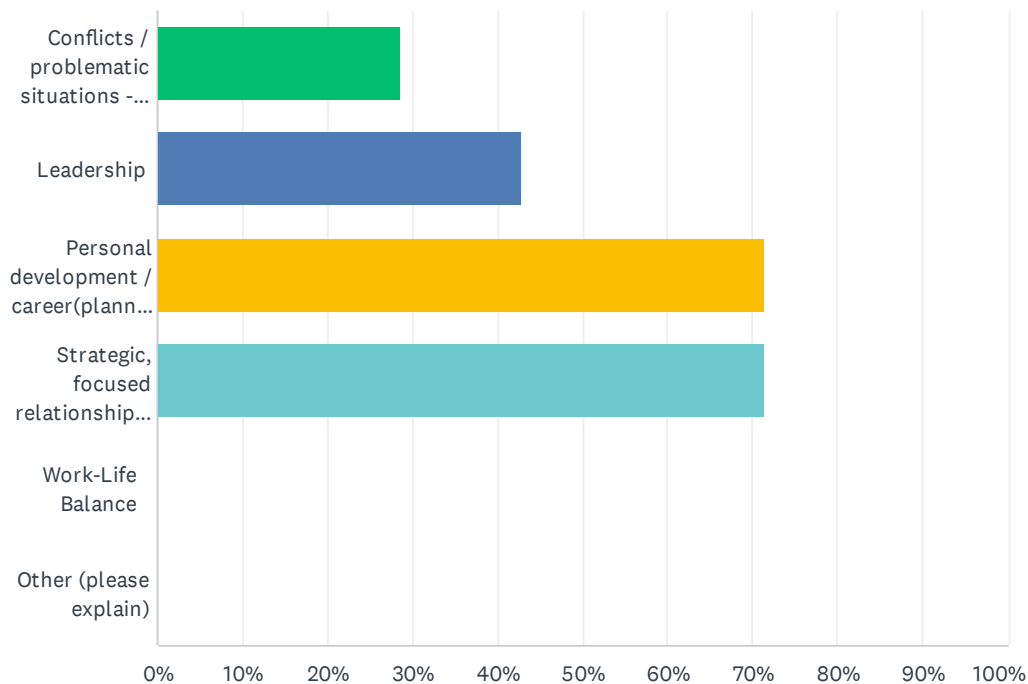
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Big spread of subjects	42.86%	3
Medium spread of subjects	42.86%	3
Focus on few subjects	14.29%	1
TOTAL		7

**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: 7 Skipped: 0



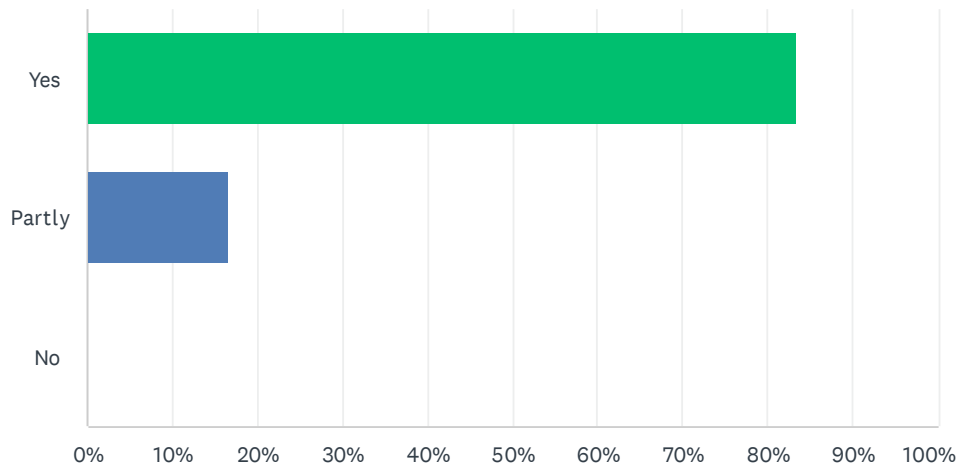
ANSWER CHOICES	RESPONSES	
Conflicts / problematic situations - issues	28.57%	2
Leadership	42.86%	3
Personal development / career(planning)	71.43%	5
Strategic, focused relationship with clients, superiors and colleagues	71.43%	5
Work-Life Balance	0.00%	0
Other (please explain)	0.00%	0
Total Respondents: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

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



## Q9 Did the Mentee-Mentor Matching satisfy you?

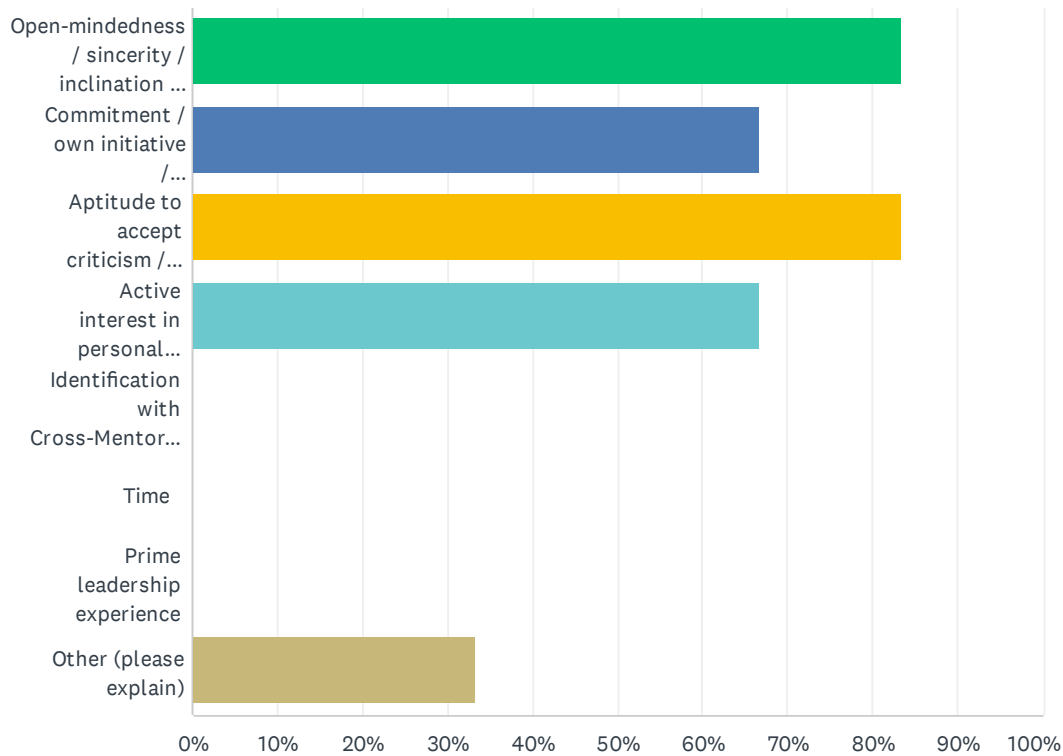
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	83.33%	5
Partly	16.67%	1
No	0.00%	0
TOTAL		6

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

Answered: 6 Skipped: 1

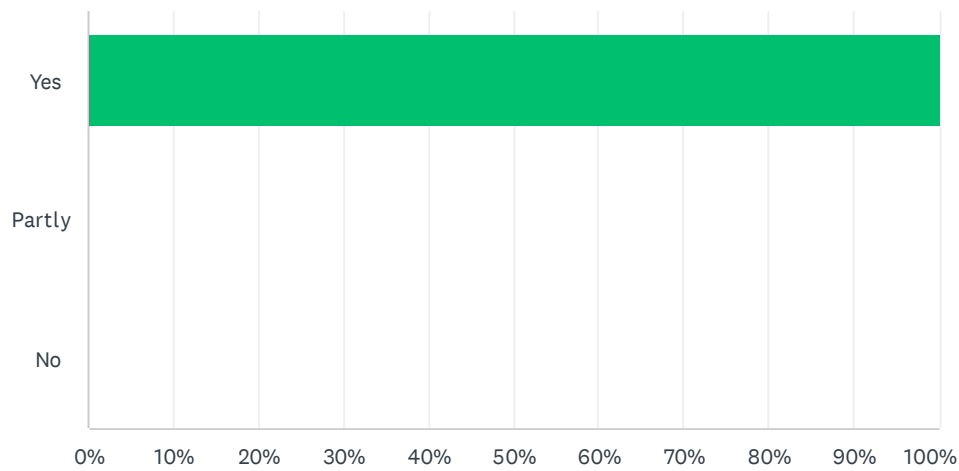


ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	83.33%	5
Commitment / own initiative / self-responsibility / patience	66.67%	4
Aptitude to accept criticism / sincerity	83.33%	5
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	66.67%	4
Identification with Cross-Mentoring Program	0.00%	0
Time	0.00%	0
Prime leadership experience	0.00%	0
Other (please explain)	33.33%	2
Total Respondents: 6		

#	OTHER (PLEASE EXPLAIN)	DATE
1	What does "Heure" mean in this context?	9/17/2024 12:08 PM
2	I believe some of the mentees could benefit from general management training and personal planning development	9/9/2024 9:05 AM

## Q11 Did your Mentee live up to the expectations?

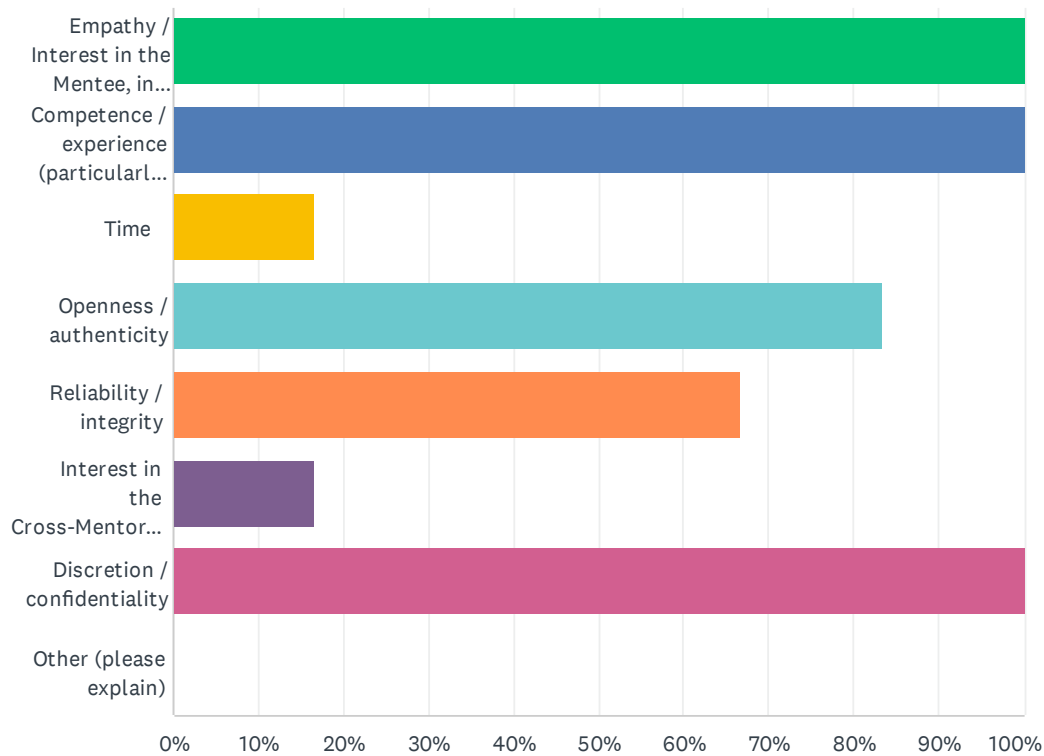
Answered: 6   Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	100.00%	6
Partly	0.00%	0
No	0.00%	0
TOTAL		6

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

Answered: 6 Skipped: 1

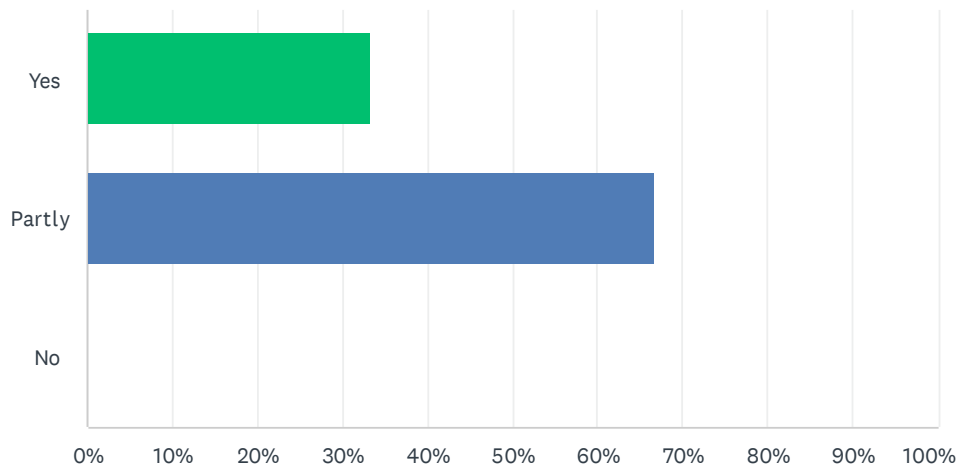


ANSWER CHOICES		RESPONSES	
Empathy / Interest in the Mentee, in other people / active listener		100.00%	6
Competence / experience (particularly leadership!) / interesting CV / Senior Manager		100.00%	6
Time		16.67%	1
Openness / authenticity		83.33%	5
Reliability / integrity		66.67%	4
Interest in the Cross-Mentoring Program		16.67%	1
Discretion / confidentiality		100.00%	6
Other (please explain)		0.00%	0
Total Respondents: 6			

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

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

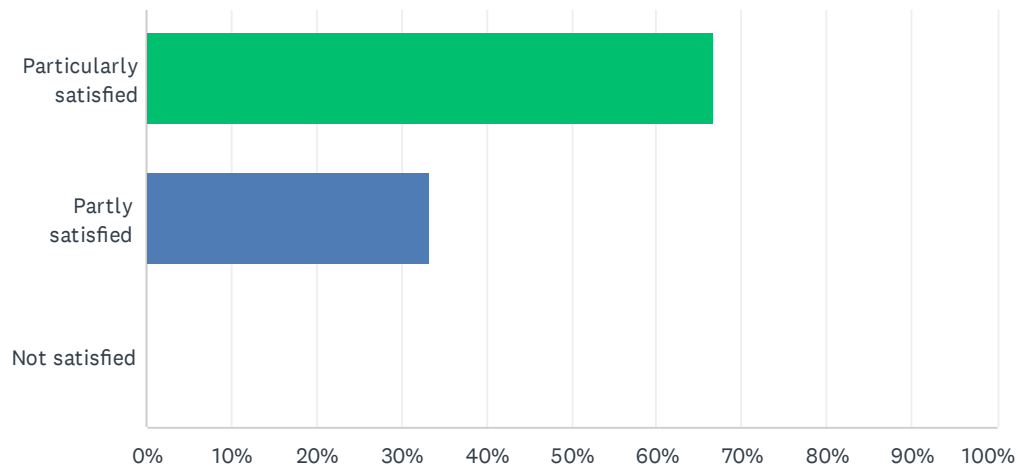
Answered: 6 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		33.33%	2
Partly		66.67%	4
No		0.00%	0
TOTAL			6

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

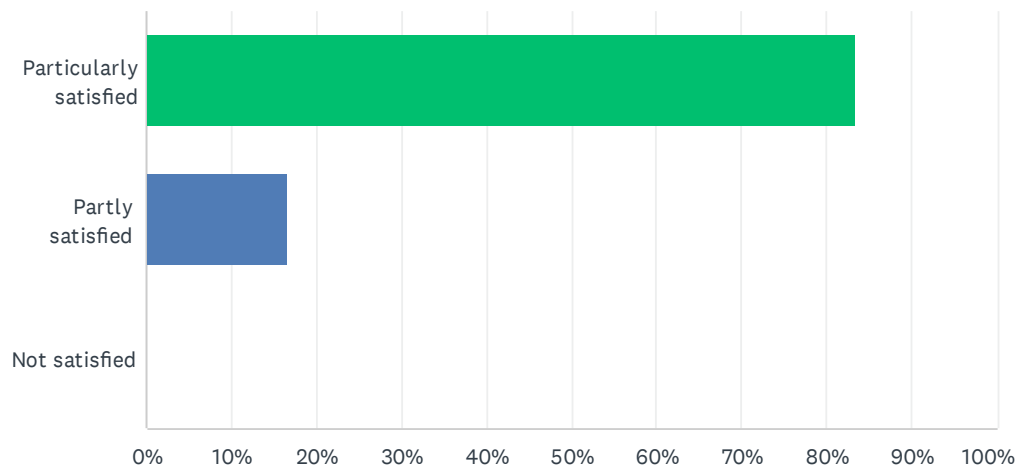
Answered: 6 Skipped: 1



ANSWER CHOICES		RESPONSES	
Particularly satisfied		66.67%	4
Partly satisfied		33.33%	2
Not satisfied		0.00%	0
TOTAL			6

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

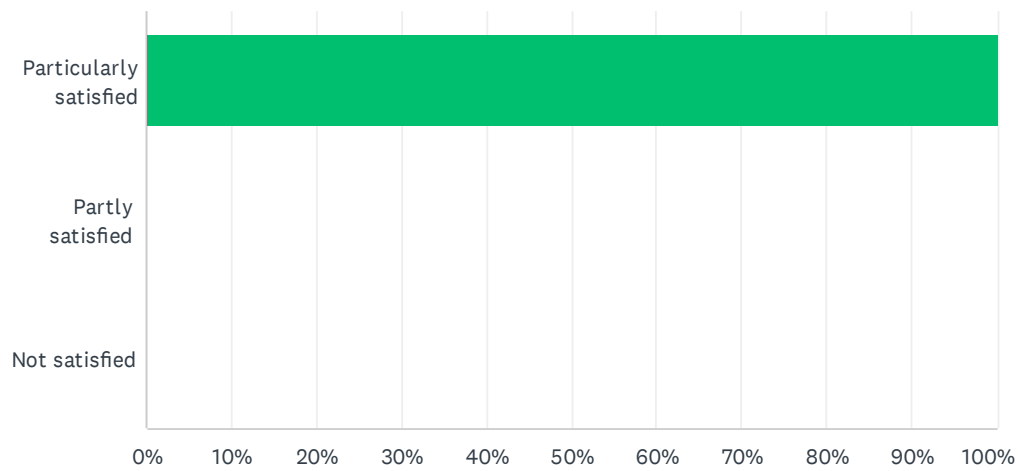
Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	83.33%	5
Partly satisfied	16.67%	1
Not satisfied	0.00%	0
TOTAL		6

## Q16 ...with the contact to your Mentee?

Answered: 6 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	6
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
TOTAL		6



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

Answered: 0   Skipped: 7

 No matching responses.

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

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

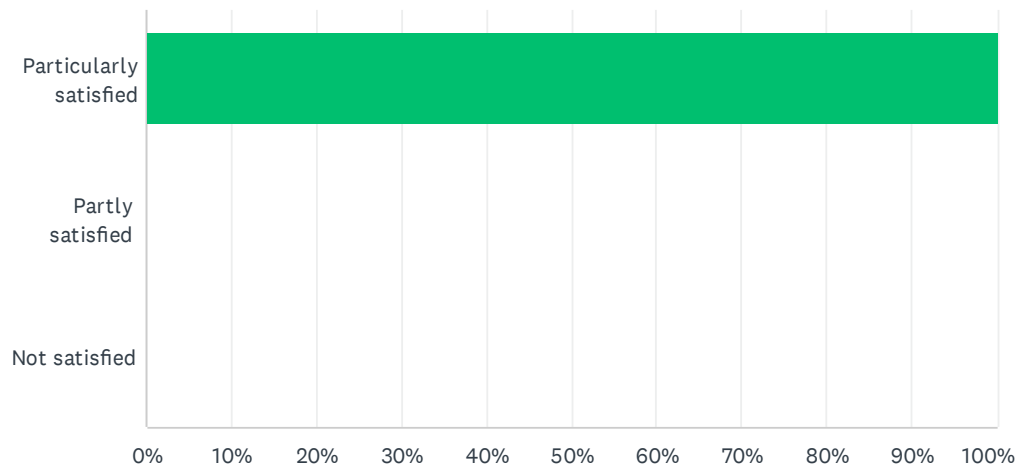
Answered: 0 Skipped: 7

 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: 4 Skipped: 3



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: 3

#	RESPONSES	DATE
1	Thank you for the opportunity	9/21/2024 5:06 PM
2	I love the program - and I am making friends	9/21/2024 4:33 PM
3	Keep up the good work	9/9/2024 9:06 AM
4	ready to keep going with the program	9/8/2024 7:53 PM