

## Cross Mentoring Program 2005 / 2006

### Evaluation

Remark: Individual answers to open questions will only be considered in exceptional cases to guarantee discretion.

<b>Mentee-Questionnaire</b> Return : 11 of 12 questionnaires	<b>Mentor-Questionnaire</b> Return: 7 of 11 questionnaires
<p><b>1. If you would have a positive development during the next 6 month would you say that this is based on the Cross Mentoring Program?</b></p> <p>55% yes 45 % partly 0% no</p> <p><b>Have there already been such positive changes during the Cross Mentoring Programs?</b></p> <p>36 % yes 9 % partly with the remarks: 55 % no</p>	
<p><b>2. Did the Cross Mentoring Program help you to achieve your professional tasks and challenges in a better way?</b></p> <p>45 % yes 55 % partly 0% no</p>	
<b>Interpretation</b>	

**3. How did the way to fulfil your work change?**

(more than one answer possible)

- 63% I handle conflicts more efficiently.
- 63% I am more relaxed.
- 36% I operate in a more strategic way.
- 9 % I integrate more in my work the „view over the edge of the plate“.
- 18% I have improved in using my leadership capacities.
- 63% I have a better Work-Life-Balance.

**1. What did change for you during the Cross Mentoring Program?**

(more than one answer possible)

- 57% I take care much more about my high potential female colleagues.
- 14% I have identified at least one female colleague in my area who is worth being promoted.
- 71% I have improved in using my leadership capacities.

***Interpretation*****4. How often did you meet with your Mentor personally?**

- 18% too rarely (reason: due to the late matching with a new mentor)
- 82% adequately
- 0% too often

**2. How often did you meet with your Mentee personally?**

- 14% too rarely
- 86% adequately
- 0% too often

**5. How often did you talk with your Mentor by phone?**

- 18% too rarely
- 82% adequately
- 0% too often

**3. How often did you talk with your Mentee by phone?**

- 14% too rarely
- 86% adequately

**6. Which were the reasons for not enough/too many meetings and phone calls with your Mentor? 2 mentors became ill so the meetings stopped in an early stage****4. Which were the reasons for not enough /too many meetings and phone calls with your Mentee?*****Interpretation***

**7. How do you evaluate the quality of the meetings with your Mentor?**

64%	very high
36%	adequately
0%	low

**5. How do you evaluate the quality of your meetings with your Mentee?**

71%	very high
29%	adequately
0%	low

## Interpretation

### 8. Have the contents of the meetings met your expectations?

91 %      yes  
9%        partly

### 6. Have the contents of the meetings met your expectations?

100%      yes  
0%        partly  
0%        no

### 9. How many different subjects have been dealt with in the meetings?

18%        big spread of subjects  
27%        medium spread of subjects  
55%        focus on few subjects

#### 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)

81%        conflicts / problematic situations - issues  
36%        leadership  
63%        personal development / career(planning)  
9%        „look out beyond the edge of the plate“  
36%        strategic, focused relationship with clients, superiors and colleagues  
45%        Work-Life Balance

### 7. How many different subjects have been dealt with in your meetings?

86%        big spread of subjects  
14%        medium spread of subjects  
14%        focus on few subjects

#### 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)

100%        conflicts / problematic situations - issues  
57%        leadership  
86%        personal development / career(planning)  
100%        Work-Life-Balance

## Interpretation

### 10. Did the Mentee-Mentor Matching satisfy you?

100%    yes  
0%       partially  
0%       no

### 8. Did the Mentee-Mentor Matching satisfy you?

100%    yes  
0%       no

### 11. Which challenges should unconditionally be addressed to a Mentee in a Cross Mentoring Program?

81%       Open-mindedness / sincerity / inclination to learn and change  
54%       commitment / own initiative / self-responsibility / stubbornness  
63%       aptitude to accept criticism / sincerity  
54%       active interest in personal development / carrier (as well as appropriate opportunity within the firm)  
36%       Identification with Cross Mentoring Program  
63%       time

### 10. Which challenges should unconditionally be addressed to a Mentee in a Cross Mentoring Program?

86%       Open-mindedness / sincerity / inclination to learn and change  
71%       commitment / motivation / own initiative / self-responsibility / patience  
71%       active interest in personal development / carrier (as well as appropriate opportunity within the firm))  
57%       aptitude to accept criticism / sincerity  
57%       time  
57%       prime leadership experience  
57%       Identification with Cross Mentoring Program  
57%       Identification with / interest in own duties

**When asked, would your Mentor(s) consider you a „good“ Mentee?**

63%      yes  
27%      partially

**Did your Mentee live up to the expectations?**

86%      yes  
14%      partially  
0%      no

**12. Which requirements should unconditionally be addressed to a Mentor in a Cross Mentoring Program?**

72%      Empathy / Interest in the Mentee, in other people / active listener  
81%      Competence / experience (particularly leadership!) / interesting CV / Senior Manager  
54%      Time  
54%      Openness / authenticity  
45%      Reliability / integrity  
45%      Interest in the Cross Mentoring Program  
81%      Discretion / confidentiality

**Did your Mentor live up to these expectations?**

91%      yes  
9%      partly

**9. Which requirements should unconditionally be addressed to a Mentor in a Cross Mentoring Program?**

86%      Competence / experience (particularly leadership!)  
86%      Time  
86%      Openness / Authenticity  
86%      Empathy / Interest in Mentee, other people / active listener

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

86%      yes  
14%      partly

## ***Interpretation***

### **13. How satisfied have you been with the following aspects of the Cross Mentoring Program?**

**With the results, that means with the foreseeable (professional) changes or those already realized**

63%	particularly satisfied
27%	partly satisfied
0%	not satisfied

### **11. How satisfied have you been with the following aspects of the Cross Mentoring Program?**

**With the experiences and conclusions which you have gained yourselves with the Cross Mentoring Program**

86%	particularly satisfied
14%	partly satisfied
0%	not satisfied

**With the personal and professional development of your Mentee**

86%	particularly satisfied
14%	partly satisfied
	not satisfied

**With the contact towards your Mentor**

82% particularly satisfied  
18% partly satisfied

**With the events in relation with the Cross Mentoring Program**

54% particularly satisfied  
36% satisfied  
9% not satisfied

**With the assistance and support through the organization team before and during the Cross Mentoring Program**

82% particularly satisfied  
18% partly satisfied  
0% not satisfied

**With the contact to your Mentee**

particularly satisfied  
partly satisfied  
not satisfied

**With the events in relation with the Cross Mentoring Program**

particularly satisfied  
partly satisfied

**With the assistance and support through the organization team before and during the Cross Mentoring Program**

particularly satisfied  
partly satisfied  
not satisfied



## ***Interpretation***

**14. What would you like to mention to us in the end?**

**12. What would you like to mention to us in the end?**

***Interpretation***