

Cross Mentoring Program 2005 / 2006

Evaluation

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

Mentee-Questionnaire Return : 11 of 12 questionnaires	Mentor-Questionnaire Return: 7 of 11 questionnaires
<p>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? 55% yes 45 % partly 0% no</p> <p>Have there already been such positive changes during the Cross Mentoring Programs? 36 % yes 9 % partly with the remarks: 55 % no</p>	
<p>2. Did the Cross Mentoring Program help you to achieve your professional tasks and challenges in a better way? 45 % yes 55 % partly 0% no</p>	
Interpretation	

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

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)

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

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