

Cross Mentoring Program 2007

Evaluation

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

Mentee-Questionnaire	Mentor-Questionnaire
<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? 27 % yes 47 % partly 26 % no</p> <p>Have there already been such positive changes during the Cross Mentoring Programs? 47 % yes 20 % partly with the remarks: 33 % no</p>	
<p>2. Did the Cross Mentoring Program help you to achieve your professional tasks and challenges in a better way? 47 % yes 40 % partly 13 % no</p>	
<i>Interpretation</i>	

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

(more than one answer possible)

- 40 % I handle conflicts more efficiently.
- 47 % I am more relaxed.
- 66 % I operate in a more strategic way.
- 33 % I integrate more in my work the „view over the edge of the plate“.
- 66 % I have improved in using my leadership capacities.
- 40 % I have a better Work-Life-Balance.

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

(more than one answer possible)

- 77 % I take care much more about my high potential female colleagues.
- 15 % I have identified at least one female colleague in my area who is worth being promoted.
- 85 % I have improved in using my leadership capacities.

Interpretation

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

- 40 % too rarely (reason: due to the late matching with a new mentor)
- 60 % adequately
- 0 % too often

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

- 31 % too rarely
- 69 % adequately
- 0% too often

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

- 47 % too rarely
- 53 % adequately
- 0 % too often

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

- 23 % too rarely
- 77 % 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?

60 % very high
33 % adequately
7 % low

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

62 % very high
38 % adequately
0% low

Interpretation

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

87 % yes
13 % partly

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

77 % yes
23 % partly
0% no

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

13 % big spread of subjects
40 % medium spread of subjects
47 % focus on few subjects

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

46 % big spread of subjects
31 % medium spread of subjects
23 % focus on few subjects

Which subjects have been most important for you?

(With this question we do not want to break the confidentiality f 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)

47 % conflicts / problematic situations - issues
27 % leadership
67 % personal development / career(planning)
15 % „look out beyond the edge of the plate“
26 % strategic, focused relationship with clients, superiors and colleagues
40 % Work-Life Balance

Which subjects have been most important for you?

(With this question we do not want to break the confidentiality f 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)

84 % conflicts / problematic situations - issues
84 % leadership
100 % personal development / career(planning)
92 % Work-Life-Balance

Interpretation

10. Did the Mentee-Mentor Matching satisfy you?

80 % yes
7 % partially
13 % no

8. Did the Mentee-Mentor Matching satisfy you?

92 % yes
8 % no

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

73 % Open-mindedness / sincerity / inclination to learn and change
73 % commitment / own initiative / self-responsibility / stubbornness
40 % aptitude to accept criticism / sincerity
60 % active interest in personal development / carrier (as well as appropriate opportunity within the firm)
33 % Identification with Cross Mentoring Program
60 % time

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

92 % Open-mindedness / sincerity / inclination to learn and change
85 % commitment / motivation / own initiative / self-responsibility / patience
85 % active interest in personal development / carrier (as well as appropriate opportunity within the firm))
85 % aptitude to accept criticism / sincerity
85 % time
53 % prime leadership experience
69 % Identification with Cross Mentoring Program
54 % Identification with / interest in own duties

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

53 % yes
47 % partially
0 % no

Did your Mentee live up to the expectations?

77 % yes
23 % partially
0 % no

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

80 % Empathy / Interest in the Mentee, in other people / active listener
73 % Competence / experience (particularly leadership!) / interesting CV / Senior Manager
93 % Time
53 % Openness / authenticity
27 % Reliability / integrity
60 % Interest in the Cross Mentoring Program
33 % Discretion / confidentiality

Did your Mentor live up to these expectations?

67 % yes
33 % partly
0 % no

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

92 % Competence / experience (particularly leadership!)
92 % Time
84 % Openness / Authenticity
84 % Empathy / Interest in Mentee, other people / active listener

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

61 % yes
39 % 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

26 % particularly satisfied
66 % partly satisfied
7 % 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

96 % particularly satisfied
31 % partly satisfied
0% not satisfied

With the personal and professional development of your Mentee

69 % particularly satisfied
31 % partly satisfied
not satisfied

With the contact towards your Mentor

67 % particularly satisfied
33 % partly satisfied

With the events in relation with the Cross Mentoring Program

33 % particularly satisfied
67 % satisfied
0 % not satisfied

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

67 % particularly satisfied
33 % partly satisfied
0% not satisfied

With the contact to your Mentee

85 % particularly satisfied
15 % partly satisfied
0 % not satisfied

With the events in relation with the Cross Mentoring Program

69 % particularly satisfied
31 % partly satisfied

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

77 % particularly satisfied
23 % partly satisfied
not satisfied