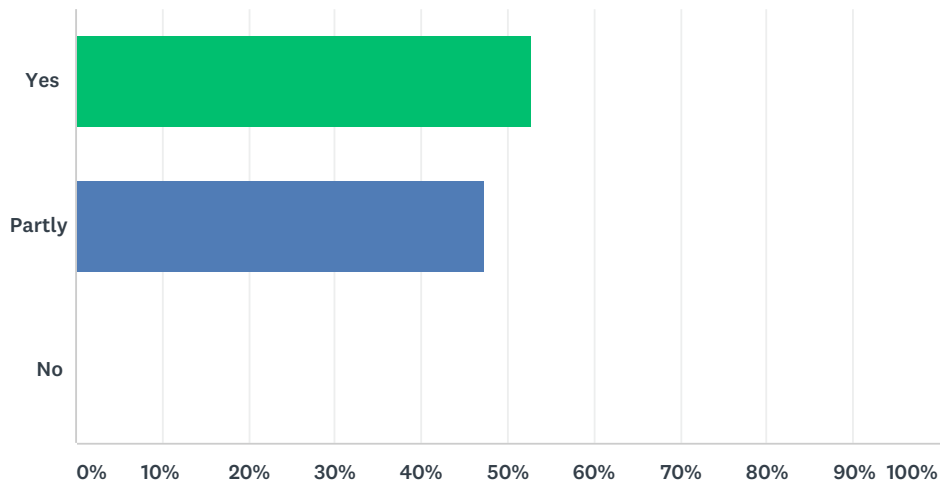


Q1 If you would have a positive development during the next 6 months would you say that this is based on the Cross-Mentoring Program?

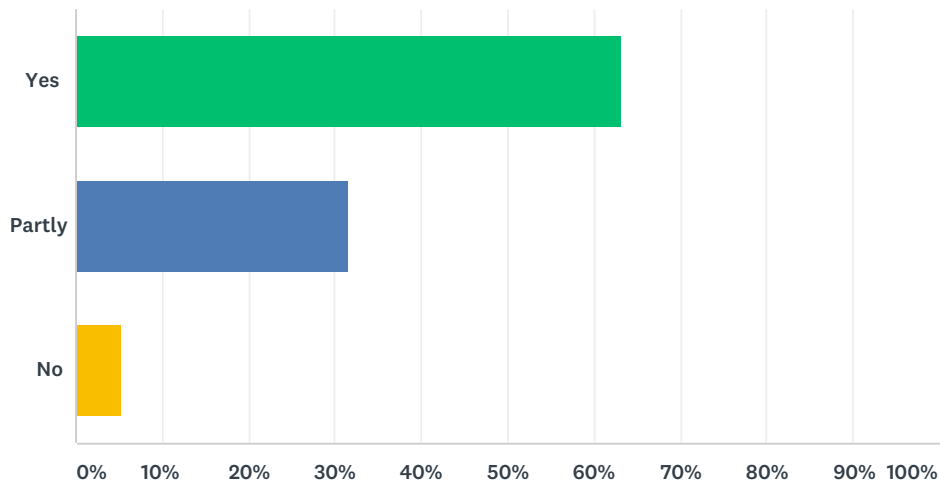
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	52.63%	10
Partly	47.37%	9
No	0.00%	0
TOTAL		19

Q2 Have there already been such positive changes during the Cross-Mentoring Programs?

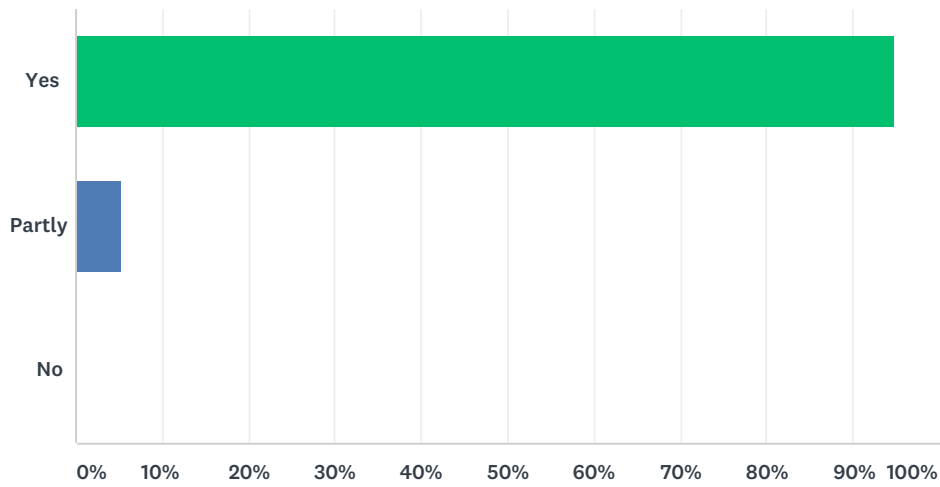
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	63.16%	12
Partly	31.58%	6
No	5.26%	1
TOTAL		19

Q3 Did the Cross-Mentoring Program help you to achieve your professional tasks and challenges in a better way?

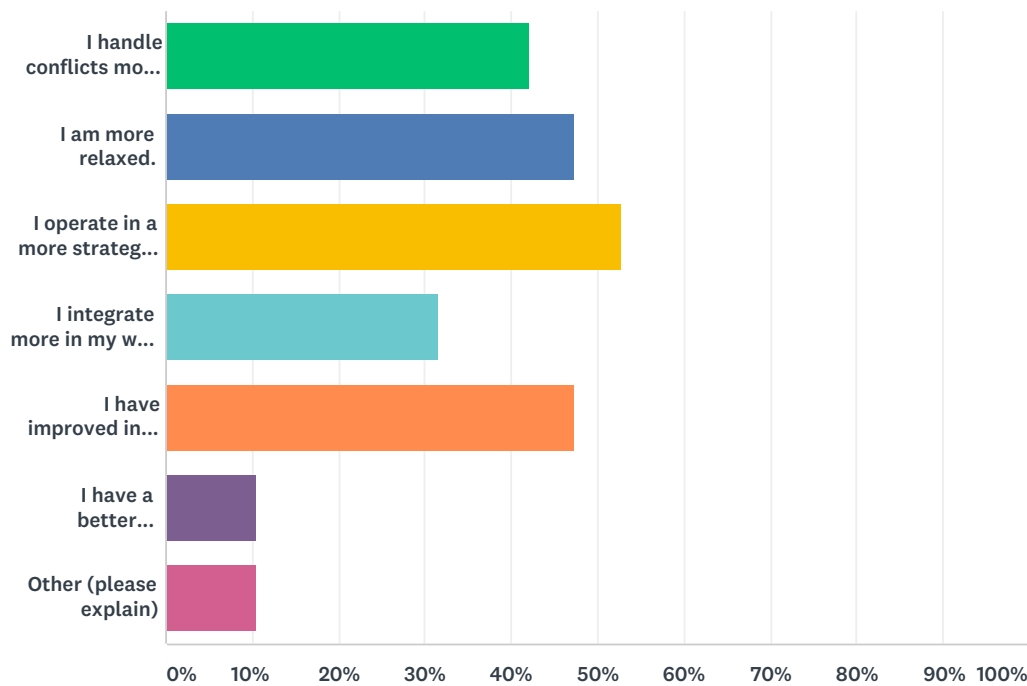
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	94.74%	18
Partly	5.26%	1
No	0.00%	0
TOTAL		19

Q4 How did the way to fulfil your work change?(more than one answer possible)

Answered: 19 Skipped: 0

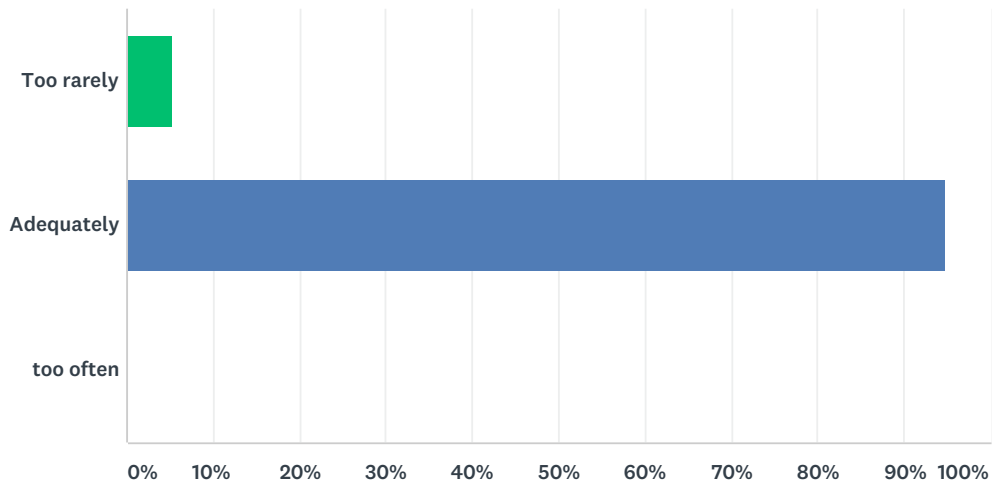


ANSWER CHOICES	RESPONSES
I handle conflicts more efficiently.	42.11% 8
I am more relaxed.	47.37% 9
I operate in a more strategic way.	52.63% 10
I integrate more in my work the „view over the edge of the plate“.	31.58% 6
I have improved in using my leadership capacities.	47.37% 9
I have a better Work-Life-Balance.	10.53% 2
Other (please explain)	10.53% 2
Total Respondents: 19	

#	OTHER (PLEASE EXPLAIN)	DATE
1	I improved my communication skills	9/4/2018 8:16 PM
2	I removed the border to the Supervisory Board level	8/13/2018 9:02 AM

Q5 How often did you meet with your Mentor personally?

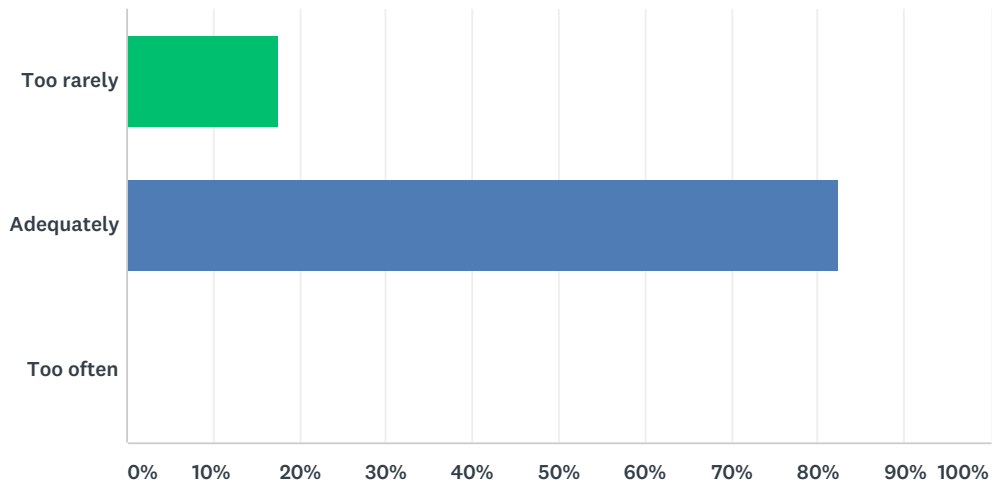
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	5.26%	1
Adequately	94.74%	18
too often	0.00%	0
TOTAL		19

Q6 How often did you talk with your Mentor by phone?

Answered: 17 Skipped: 2



ANSWER CHOICES	RESPONSES	
Too rarely	17.65%	3
Adequately	82.35%	14
Too often	0.00%	0
TOTAL		17

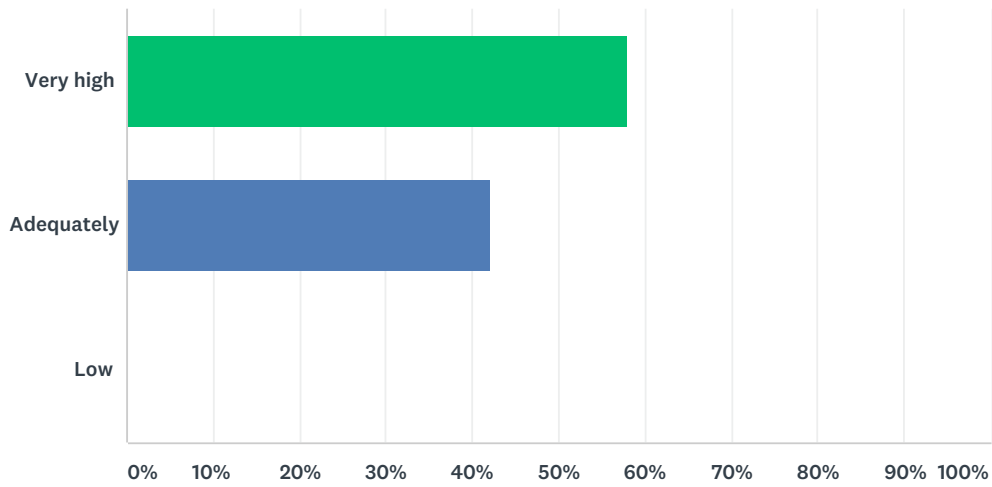
Q7 If applicable: Which were the reasons for not enough/too many meetings and phone calls with your Mentor?

Answered: 6 Skipped: 13

#	RESPONSES	DATE
1	Both are busy and often traveling.	9/10/2018 9:23 PM
2	My impression : she was not interested	9/10/2018 8:44 PM
3	In certain periods of the year there weren't enough meetings due to the busy schedule of my Mentor and it was never considered having instead a conference call. Actually, there were no phone calls with my Mentor. It could have been an good alternative.	9/10/2018 8:34 AM
4	My Mentor was always available - we had 1:1 meeting - she provides me great advice and share experience	9/9/2018 6:36 PM
5	We didnt see any particular need to speak on the phone. We met on a good basis in person.	9/9/2018 5:56 PM
6	For me it was most perfect . My mentor had exactly the suitable understanding to offer support but not too much that I felt under pressure.	8/15/2018 3:25 PM

Q8 How do you evaluate the quality of the meetings with your Mentor?

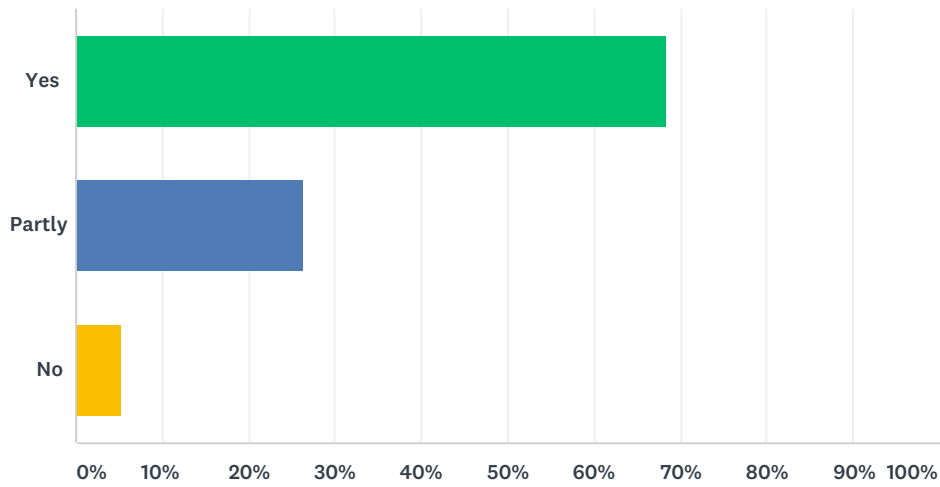
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	57.89%	11
Adequately	42.11%	8
Low	0.00%	0
TOTAL		19

Q9 Have the contents of the meetings met your expectations?

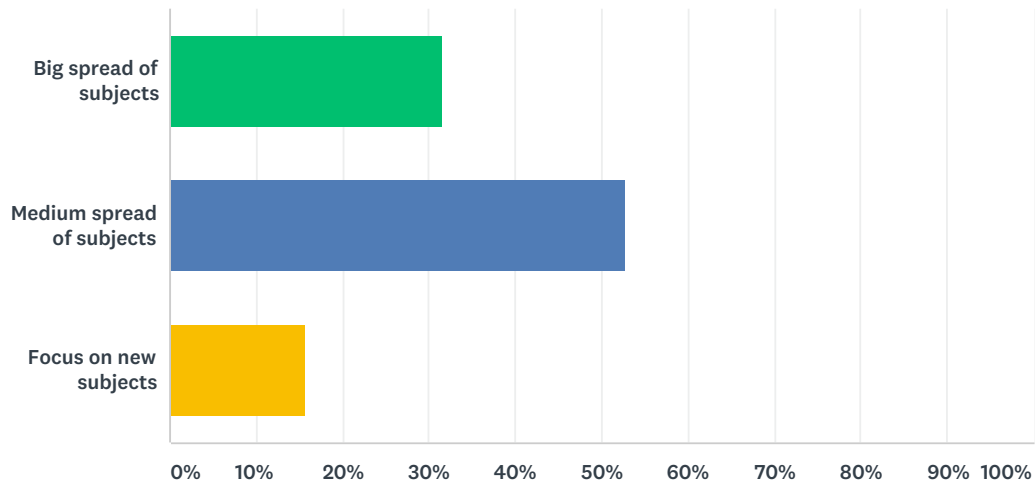
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	68.42%	13
Partly	26.32%	5
No	5.26%	1
TOTAL		19

Q10 How many different subjects have been dealt with in the meetings?

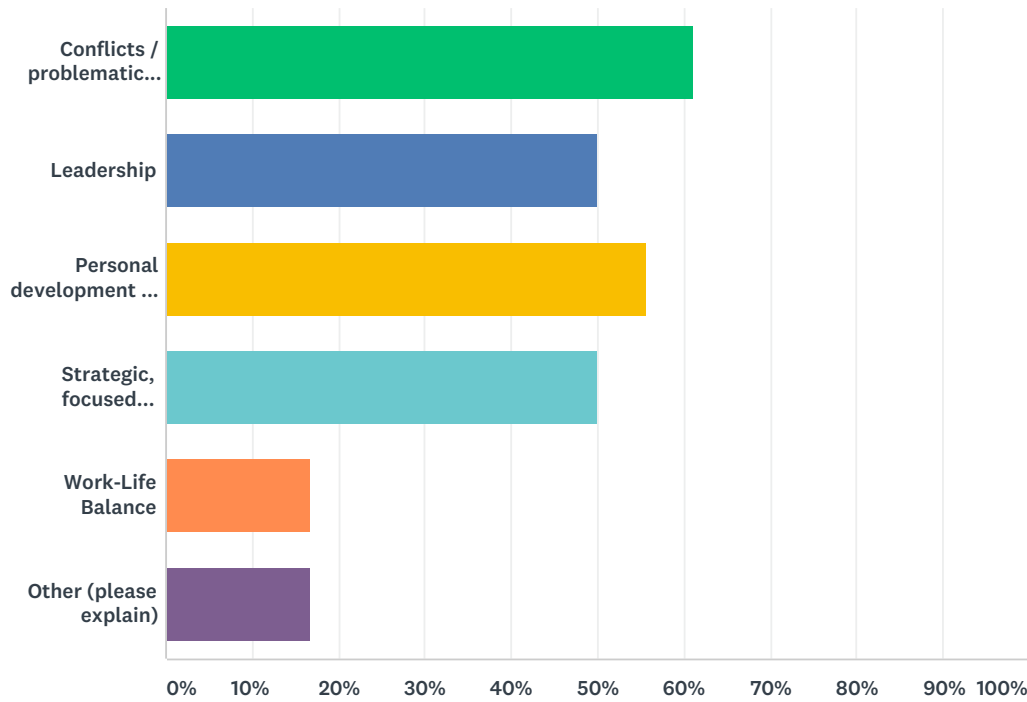
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Big spread of subjects	31.58%	6
Medium spread of subjects	52.63%	10
Focus on new subjects	15.79%	3
TOTAL		19

Q11 Which subjects have been most important for you?(With this question we do not want to break the confidentiality from 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: 18 Skipped: 1

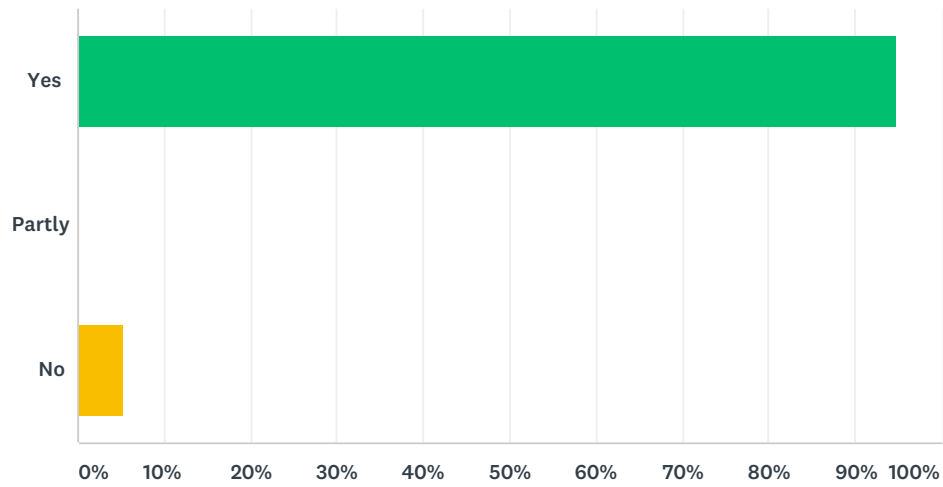


ANSWER CHOICES	RESPONSES	
Conflicts / problematic situations - issues	61.11%	11
Leadership	50.00%	9
Personal development / career(planning)	55.56%	10
Strategic, focused relationship with clients, superiors and colleagues	50.00%	9
Work-Life Balance	16.67%	3
Other (please explain)	16.67%	3
Total Respondents: 18		

#	OTHER (PLEASE EXPLAIN)	DATE
1	Bringing new approaches to my employer, focused on productivity.	9/12/2018 5:30 PM
2	Functioning of the banking sector	9/10/2018 8:46 PM
3	challenges to handle, awareness building	9/10/2018 11:39 AM

Q12 Did the Mentee-Mentor Matching satisfy you?

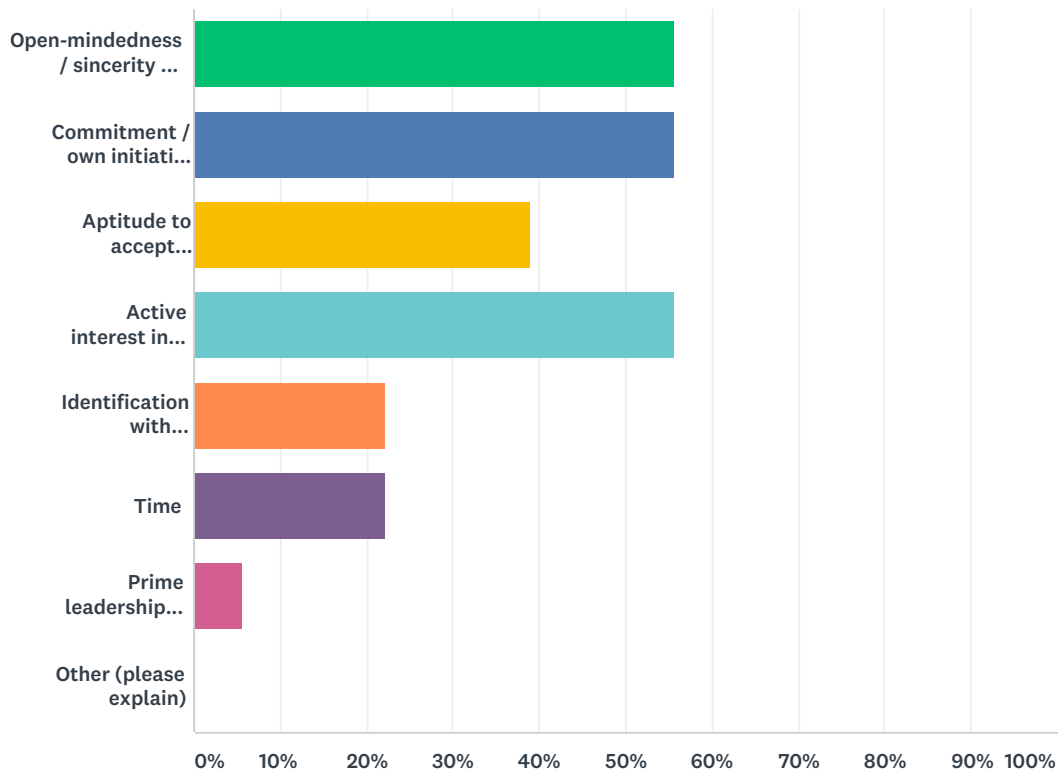
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	94.74%	18
Partly	0.00%	0
No	5.26%	1
TOTAL		19

Q13 Which challenges should unconditionally be addressed to a Mentee in a Cross-Mentoring Program?

Answered: 18 Skipped: 1

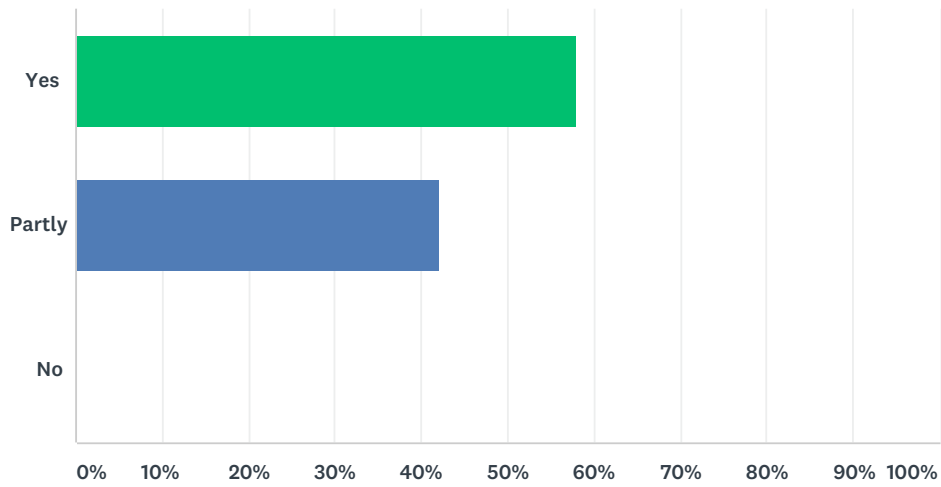


ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	55.56%	10
Commitment / own initiative / self-responsibility / patience	55.56%	10
Aptitude to accept criticism / sincerity	38.89%	7
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	55.56%	10
Identification with Cross-Mentoring Program	22.22%	4
Time	22.22%	4
Prime leadership experience	5.56%	1
Other (please explain)	0.00%	0
Total Respondents: 18		

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

Q14 When asked, would your Mentor consider you a „good“ Mentee?

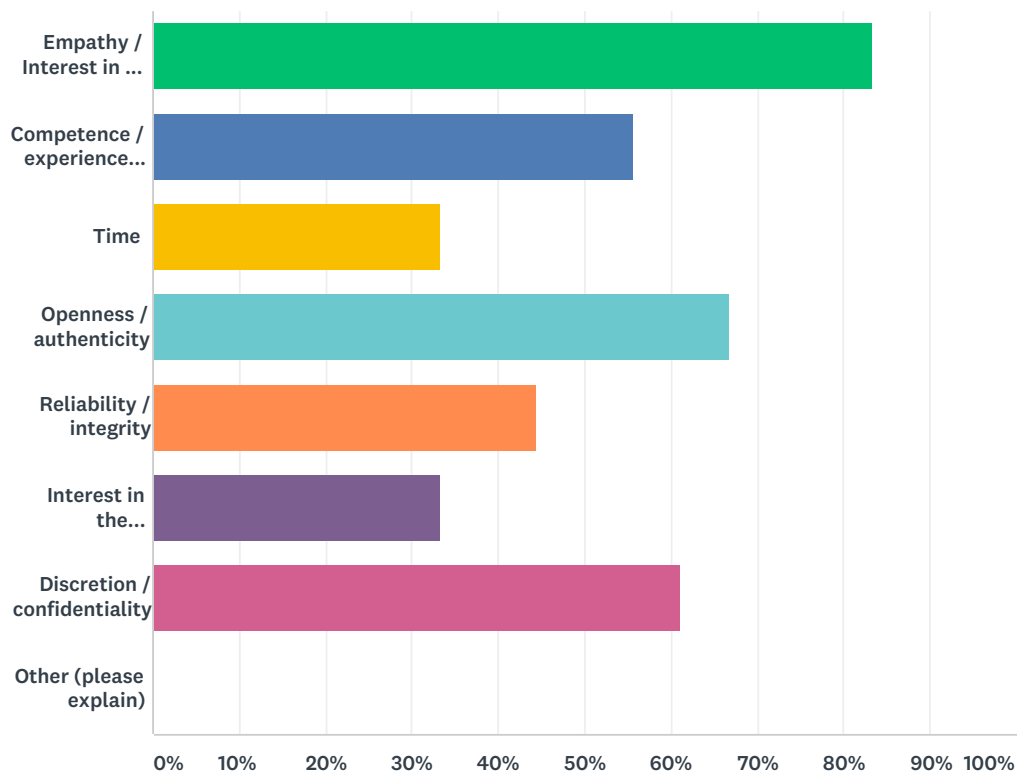
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.89%	11
Partly	42.11%	8
No	0.00%	0
TOTAL		19

Q15 Which requirements should unconditionally be addressed to a Mentor in a Cross-Mentoring Program?

Answered: 18 Skipped: 1

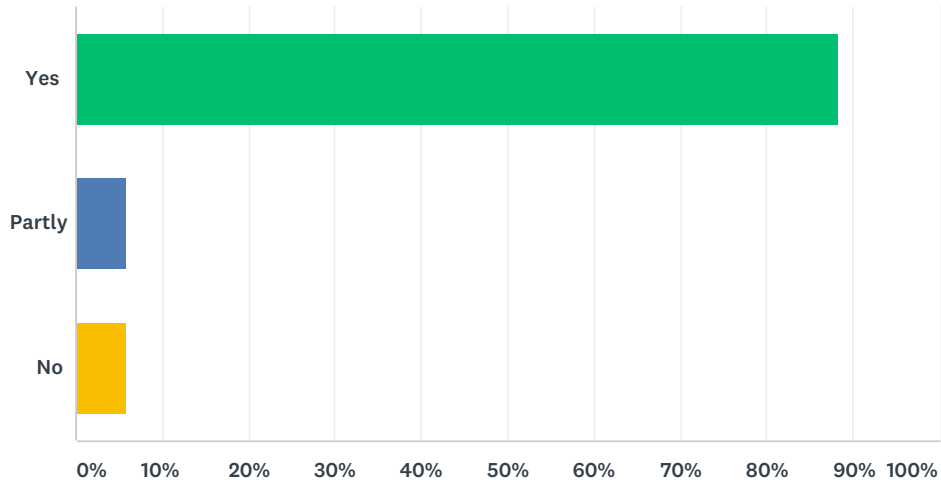


ANSWER CHOICES	RESPONSES	
Empathy / Interest in the Mentee, in other people / active listener	83.33%	15
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	55.56%	10
Time	33.33%	6
Openness / authenticity	66.67%	12
Reliability / integrity	44.44%	8
Interest in the Cross-Mentoring Program	33.33%	6
Discretion / confidentiality	61.11%	11
Other (please explain)	0.00%	0
Total Respondents: 18		

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

Q16 Did your Mentor live up to these expectations?

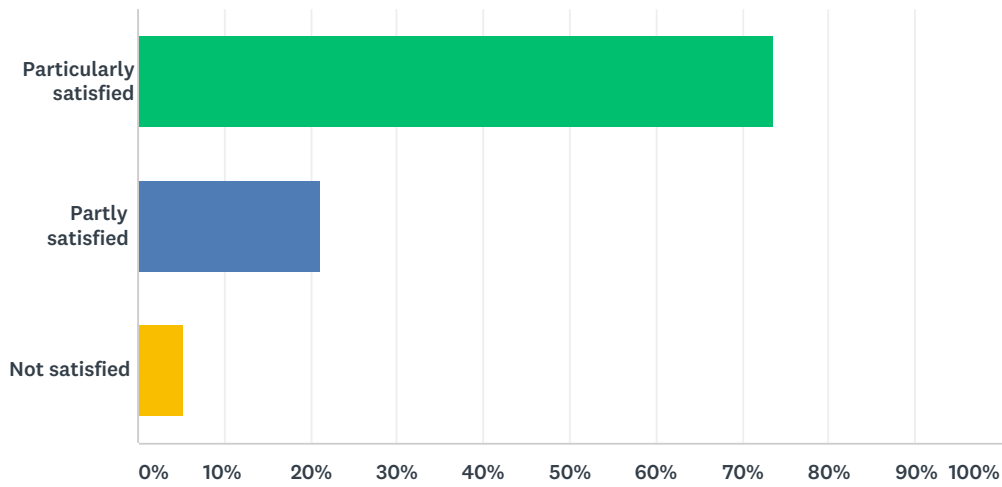
Answered: 17 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	88.24%	15
Partly	5.88%	1
No	5.88%	1
TOTAL		17

Q17 ...with the results, that means with the foreseeable (professional) changes or those already realized

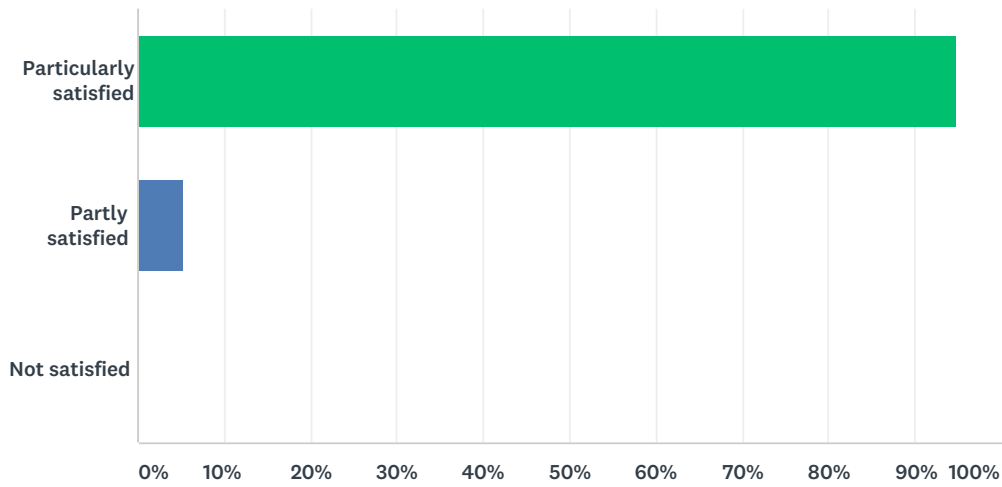
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	73.68%	14
Partly satisfied	21.05%	4
Not satisfied	5.26%	1
TOTAL		19

Q18 ...with the contact towards your Mentor?

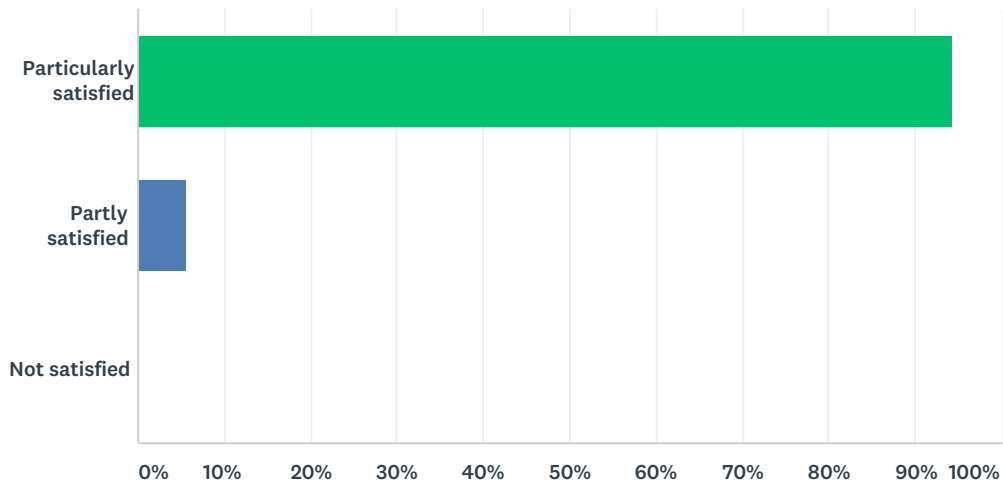
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	94.74%	18
Partly satisfied	5.26%	1
Not satisfied	0.00%	0
TOTAL		19

Q19 ...with the quarterly reflection workshops for Mentees ?

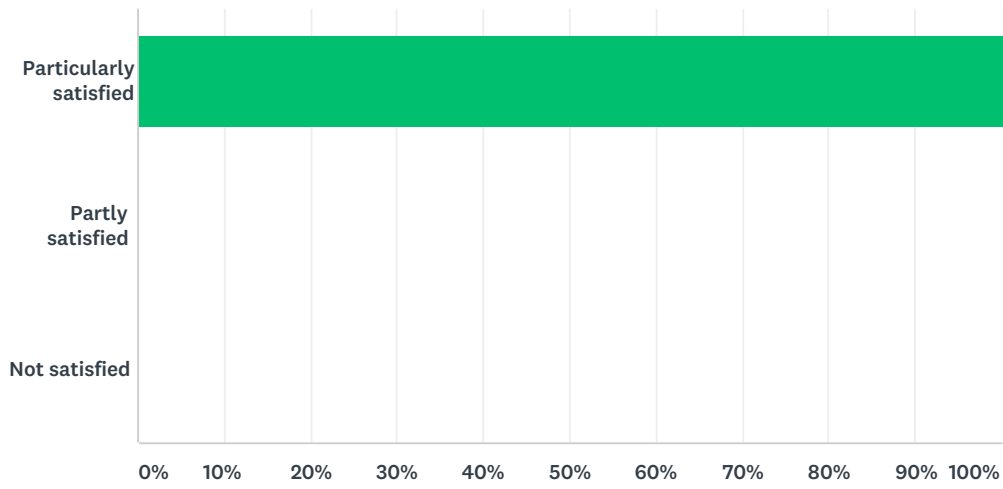
Answered: 18 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	94.44%	17
Partly satisfied	5.56%	1
Not satisfied	0.00%	0
TOTAL		18

Q20 ...with the professional coaching sessions?

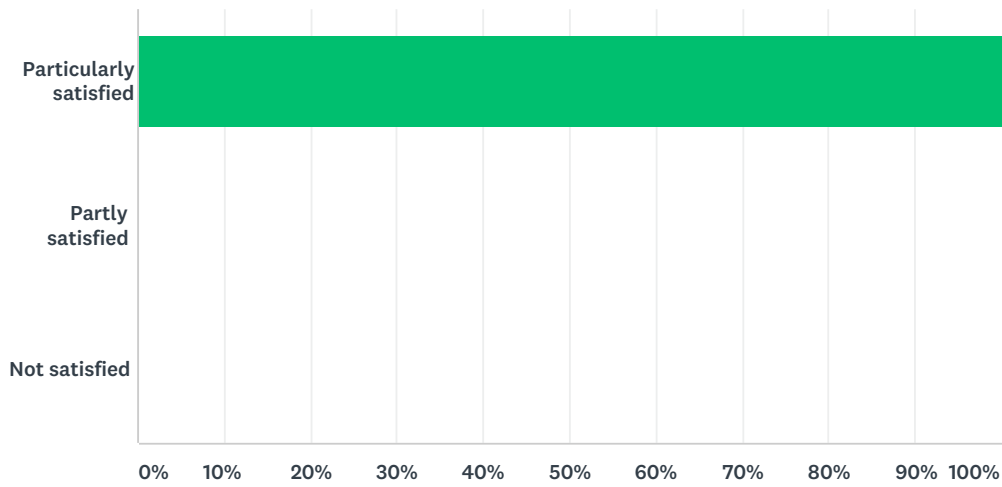
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	19
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
TOTAL		19

Q21 ...with the assistance and support through the organization team before and during the Cross-Mentoring Program?

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Particularly satisfied	100.00%	19
Partly satisfied	0.00%	0
Not satisfied	0.00%	0
TOTAL		19

Q22 What would you like to mention to us in the end?

Answered: 13 Skipped: 6

#	RESPONSES	DATE
1	Thank you for the tips and toolbox and in particular for choosing such a great mentor for me	9/14/2018 1:57 AM
2	The Cross-Mentoring Program came at a very important moment in my career. I had the opportunity to apply for a managerial role for the first time. The coaching and mentoring were insightful and helped me discover how to tackle the new challenges. I am happy to say that, as a consequence, my organization has one more woman in a managerial role.	9/12/2018 5:38 PM
3	I think the quarterly work shops has been very good and the frequency also. When reflecting on them now I feel I would like to have spent more time discussing with the other mentees so perhaps more time could be used to discuss in smaller groups. The mentor mentee matching was for me very good and it seems this has been the case for the other meentes too, well done Rita! Thank you for organising this programme and I'm happy to recommend it to my network (which I've already done).	9/10/2018 11:13 PM
4	Well done!	9/10/2018 9:29 PM
5	My mentor was not involved but Rita was perfectly compensating	9/10/2018 8:49 PM
6	Thank you all for your support over this past year! This experience and the interaction I've had with my mentor Frédérique and coach Rita in particular have helped me go through a particularly challenging period both professionally and personally. I feel stronger and more confident today, able to face whatever other challenges might come ahead :) Big, big thank you! It's a great program, managed by a great team!	9/10/2018 2:44 PM
7	Thanks to the person of Rita! She maked me feel welcome and supported.	9/10/2018 11:49 AM
8	My Mentor provides me great advice. Thé Mentoring programme is a good way to Check What I want for my future	9/9/2018 6:42 PM
9	Many thanks for continuous support, help, availability and understanding of each situation. I've learnt so many things thanks to the program and the professionalism of people people that I recommend it to colleagues and friends.	9/5/2018 8:59 PM
10	This program has just made me realize that I just started on a new journey, thank you	8/15/2018 5:11 PM
11	The program is a really helpful possibility for women to develop and share experiences with others. So in general: Go ahead! In detail I could see an advantage in a more modular way that the sessions and a participance could be done in about 2 to 2.5 years. It is really a pity if one cannot attend even though Rita Knott was very committed to balance such a time problem on her own shoulders. Thousand thanks	8/15/2018 3:37 PM
12	Great experience to have such an exceptional Mentor, thank you!	8/13/2018 12:47 PM
13	Thank you for an enriching experience - one that I will continue to benefit and grow from !	8/13/2018 9:26 AM