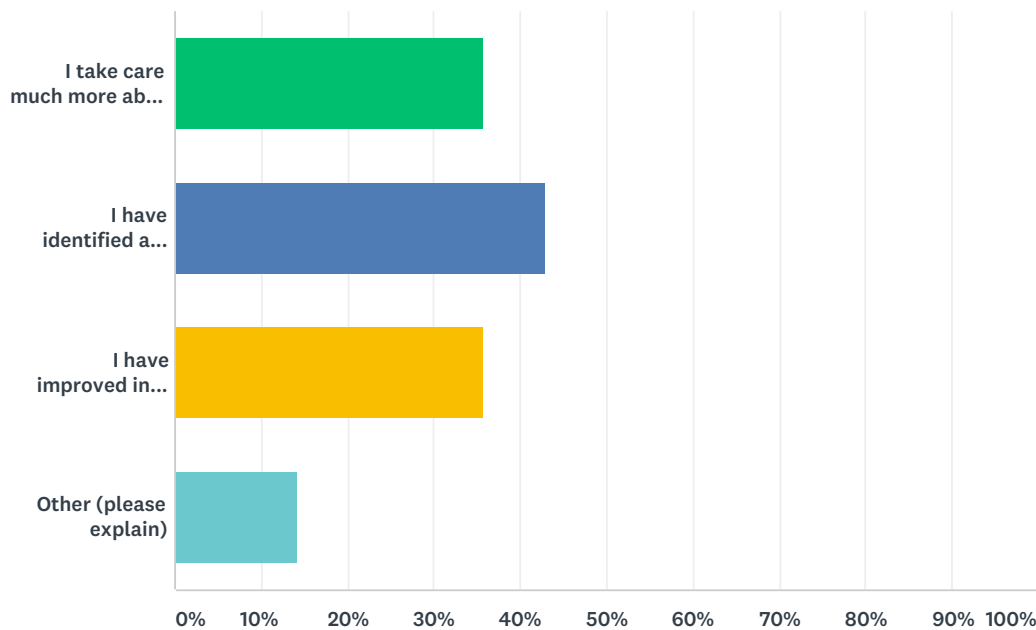


# Q1 What did change for you during the Cross-Mentoring Program? (more than one answer possible)

Answered: 14 Skipped: 0

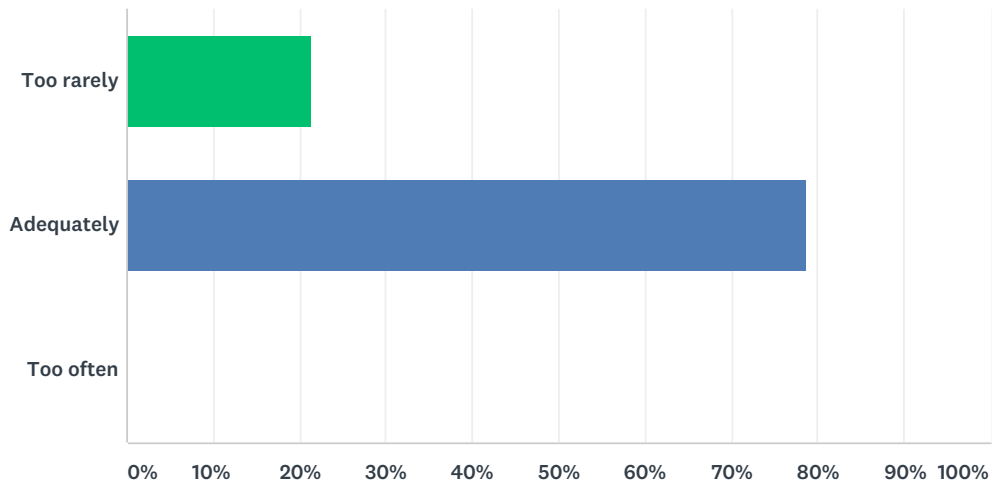


ANSWER CHOICES	RESPONSES	
I take care much more about my high potential female colleagues (only applicable in case you had a female Mentee)	35.71%	5
I have identified at least one female colleague in my area who is worth being promoted (only applicable in case you had a female Mentee)	42.86%	6
I have improved in using my leadership capacities	35.71%	5
Other (please explain)	14.29%	2
Total Respondents: 14		

#	OTHER (PLEASE EXPLAIN)	DATE
1	My mentee was the one to raise her needs in face of a certain professional situation. It has been very interesting for me to ask to myself what would be my reaction. I read more on leadership during the lenght of this mentoring. Consequently, I would expect having improved my leadership capabilities. situation	9/9/2018 5:26 PM
2	I have a more critical/thorough approach to my own challenges	8/16/2018 3:54 PM

## Q2 How often did you meet with your Mentee personally?

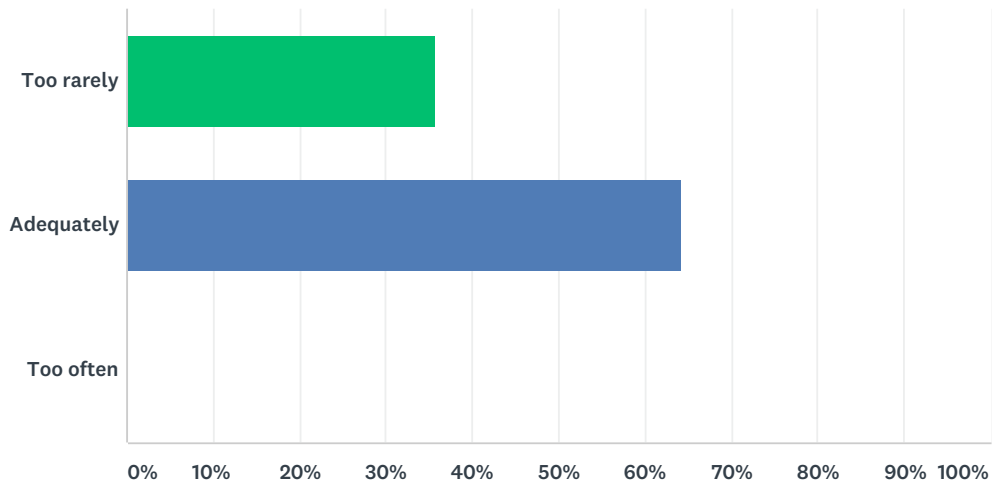
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	21.43%	3
Adequately	78.57%	11
Too often	0.00%	0
TOTAL		14

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

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Too rarely	35.71%	5
Adequately	64.29%	9
Too often	0.00%	0
<b>TOTAL</b>		<b>14</b>

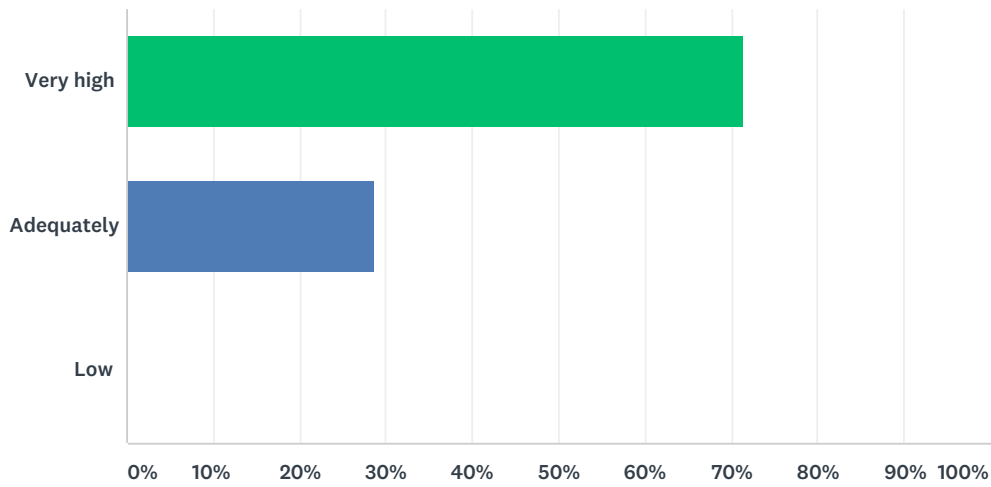
## Q4 If applicable: Which were the reasons for not enough /too many meetings and phone calls with your Mentee?

Answered: 7 Skipped: 7

#	RESPONSES	DATE
1	Medical issues on both sides	9/13/2018 12:37 PM
2	We preferred to meet.	9/9/2018 10:03 PM
3	The rythm of 4 to 6 weeks has been very well adapted to this mentorship.	9/9/2018 5:26 PM
4	We did not have phone conversations, face-to-face meetings proved more efficient	8/16/2018 3:54 PM
5	No real need	8/13/2018 3:40 PM
6	We were far fiscally but spoke on skype so it was like a face to face meeting	8/12/2018 6:18 PM
7	Possibly lack of chemistry? Lack of initiative from mentee Mentee has a high degree of lack of self-confidence	8/12/2018 8:23 AM

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

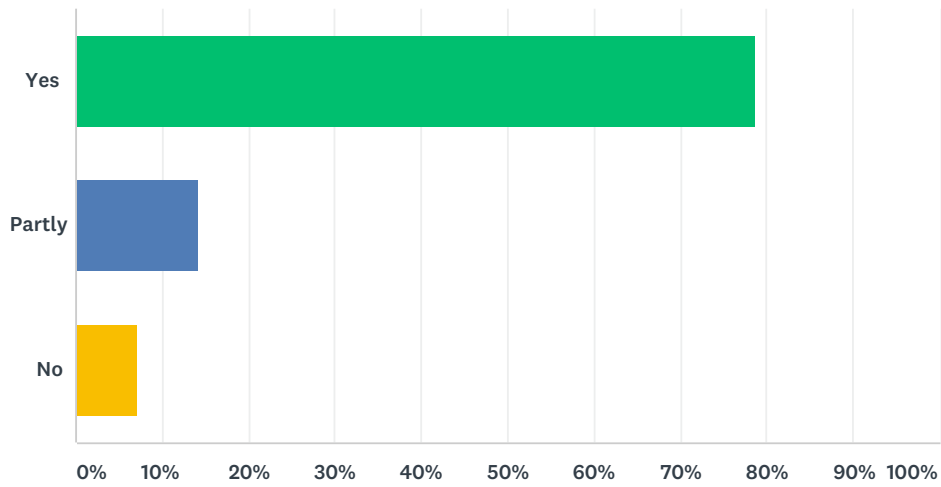
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high	71.43%	10
Adequately	28.57%	4
Low	0.00%	0
<b>TOTAL</b>		<b>14</b>

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

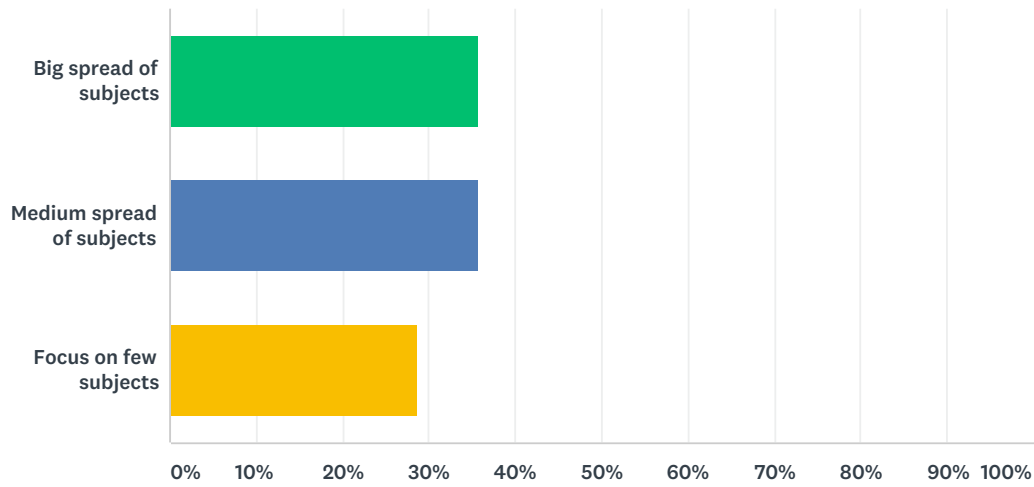
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	78.57%	11
Partly	14.29%	2
No	7.14%	1
TOTAL		14

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

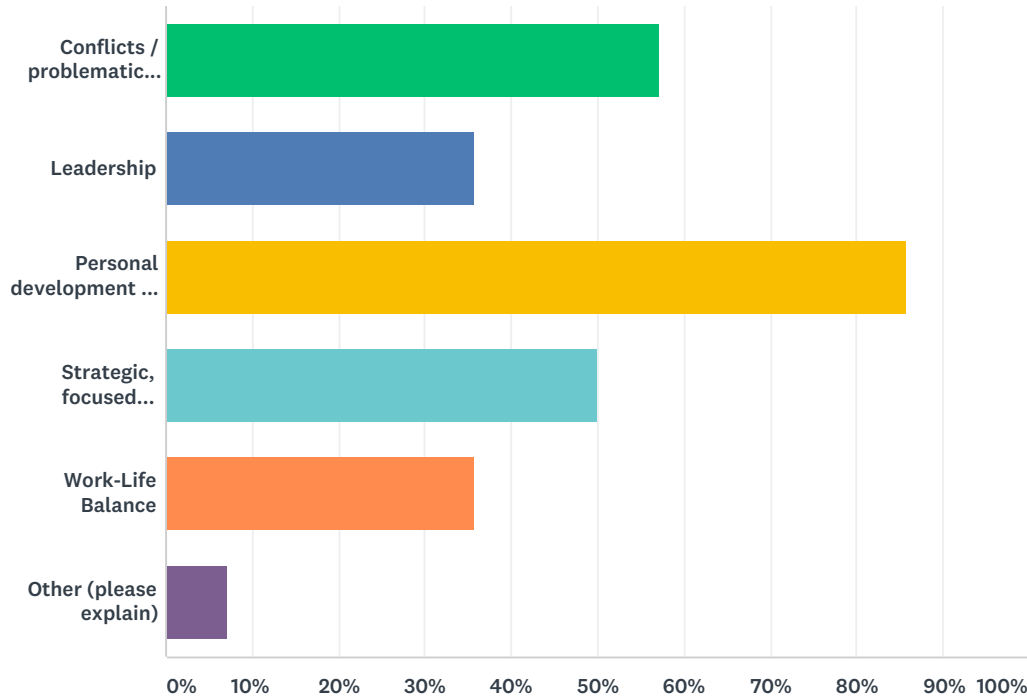
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Big spread of subjects	35.71%	5
Medium spread of subjects	35.71%	5
Focus on few subjects	28.57%	4
<b>TOTAL</b>		<b>14</b>

**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: 14 Skipped: 0



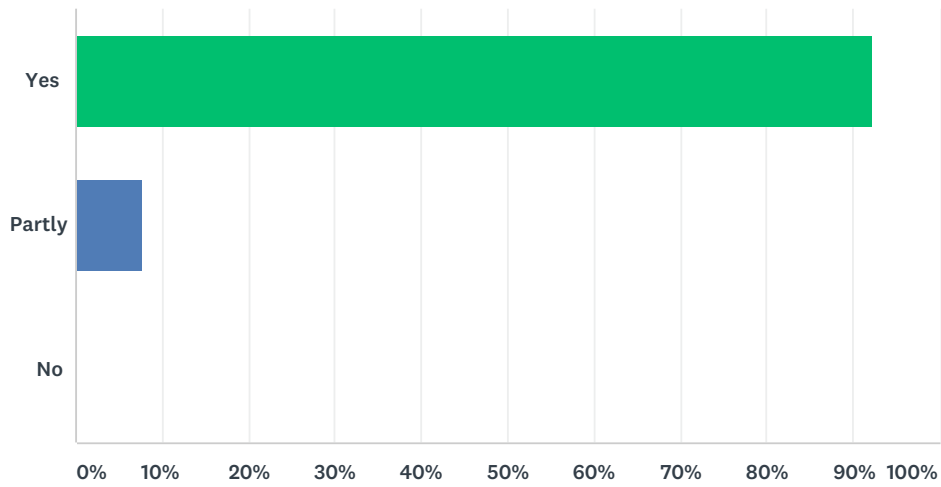
ANSWER CHOICES	RESPONSES
Conflicts / problematic situations - issues	57.14% 8
Leadership	35.71% 5
Personal development / career(planning)	85.71% 12
Strategic, focused relationship with clients, superiors and colleagues	50.00% 7
Work-Life Balance	35.71% 5
Other (please explain)	7.14% 1
Total Respondents: 14	

#	OTHER (PLEASE EXPLAIN)	DATE
1	Foundation of a family	9/9/2018 10:05 PM



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

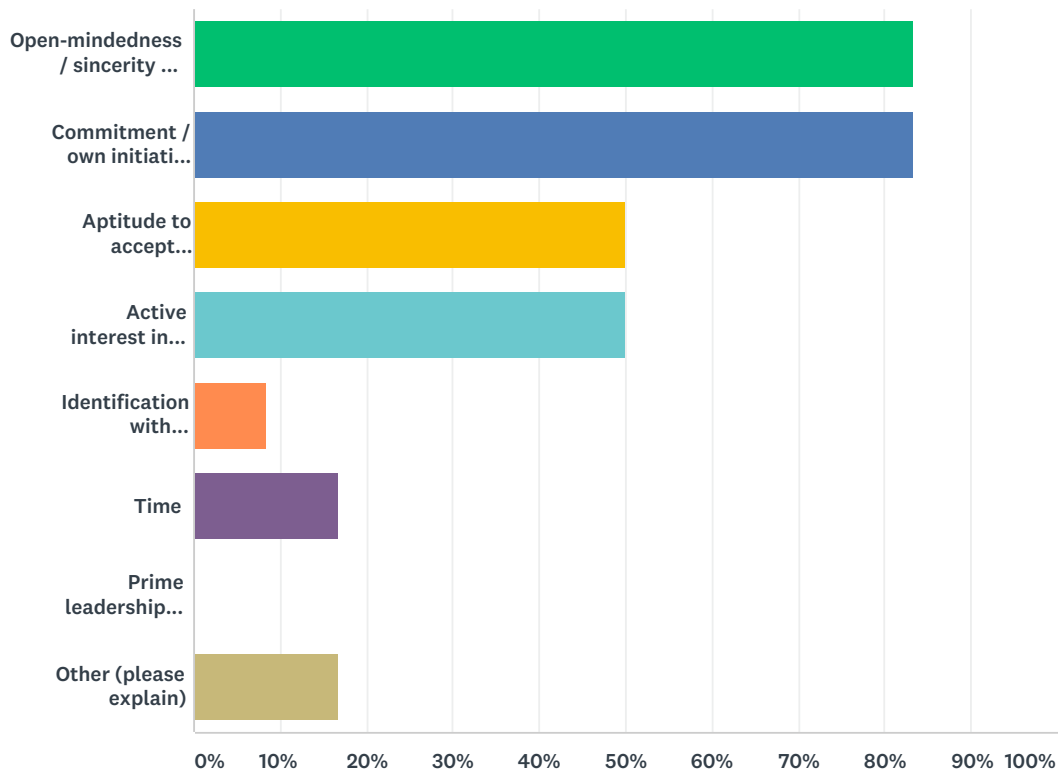
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	92.31%	12
Partly	7.69%	1
No	0.00%	0
<b>TOTAL</b>		<b>13</b>

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

Answered: 12 Skipped: 2

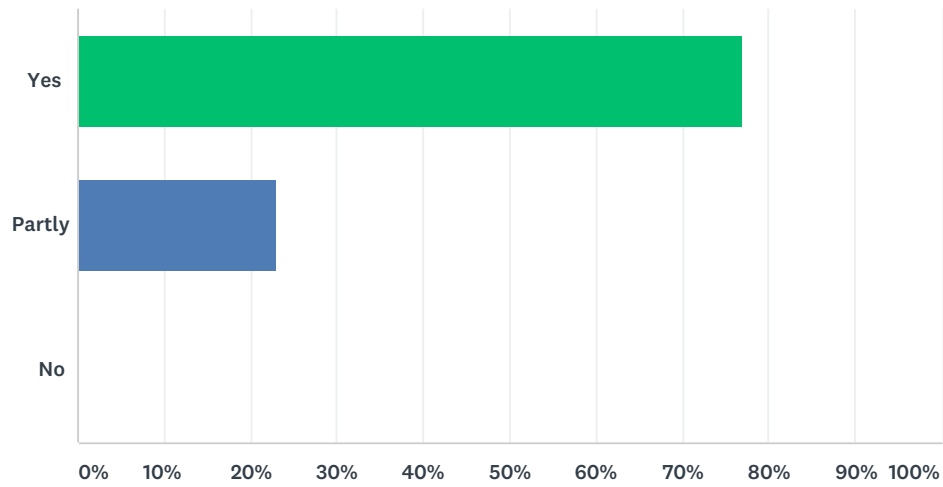


ANSWER CHOICES	RESPONSES	
Open-mindedness / sincerity / inclination to learn and change	83.33%	10
Commitment / own initiative / self-responsibility / patience	83.33%	10
Aptitude to accept criticism / sincerity	50.00%	6
Active interest in personal development / carrier (as well as appropriate opportunity within the firm)	50.00%	6
Identification with Cross-Mentoring Program	8.33%	1
Time	16.67%	2
Prime leadership experience	0.00%	0
Other (please explain)	16.67%	2
Total Respondents: 12		

#	OTHER (PLEASE EXPLAIN)	DATE
1	Identification some objectives	9/9/2018 10:08 PM
2	We have addressed many issues during our meetings.my Mentee is well prepared to cope with her challenges	8/12/2018 6:22 PM

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

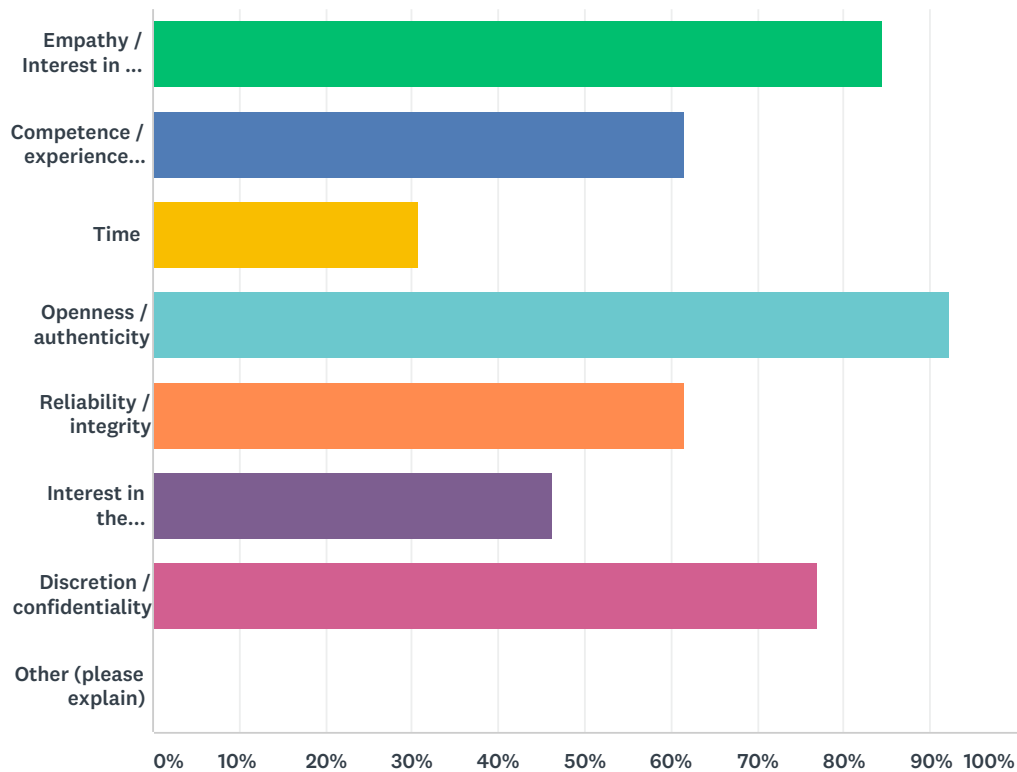
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	76.92%	10
Partly	23.08%	3
No	0.00%	0
<b>TOTAL</b>		<b>13</b>

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

Answered: 13 Skipped: 1

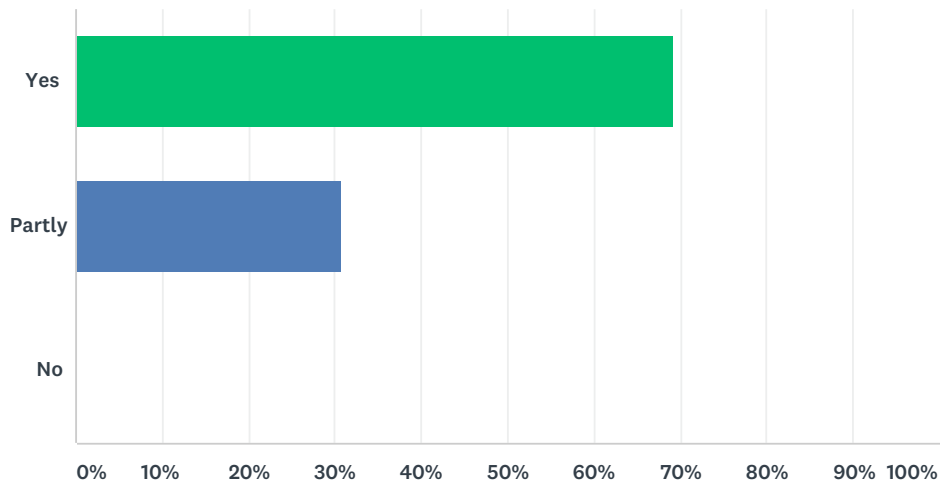


ANSWER CHOICES	RESPONSES	
Empathy / Interest in the Mentee, in other people / active listener	84.62%	11
Competence / experience (particularly leadership!) / interesting CV / Senior Manager	61.54%	8
Time	30.77%	4
Openness / authenticity	92.31%	12
Reliability / integrity	61.54%	8
Interest in the Cross-Mentoring Program	46.15%	6
Discretion / confidentiality	76.92%	10
Other (please explain)	0.00%	0
Total Respondents: 13		

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

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

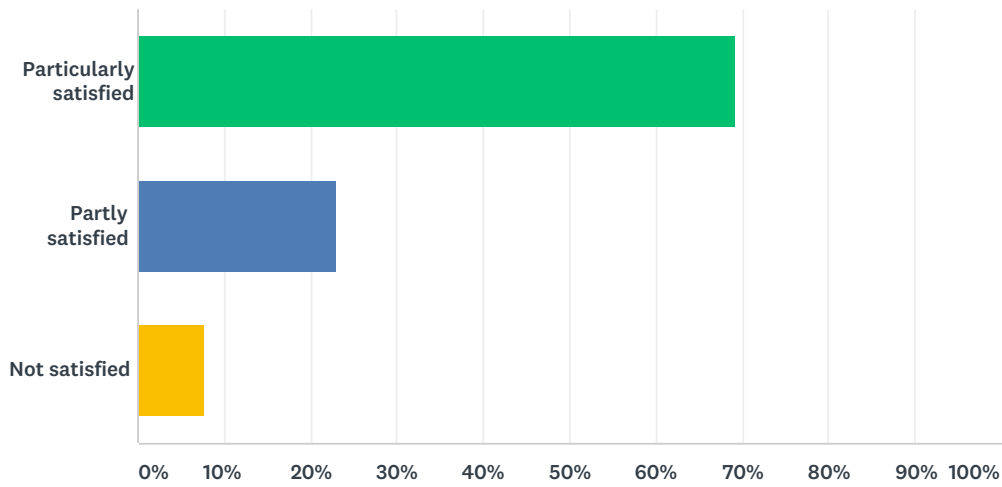
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	69.23%	9
Partly	30.77%	4
No	0.00%	0
TOTAL		13

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

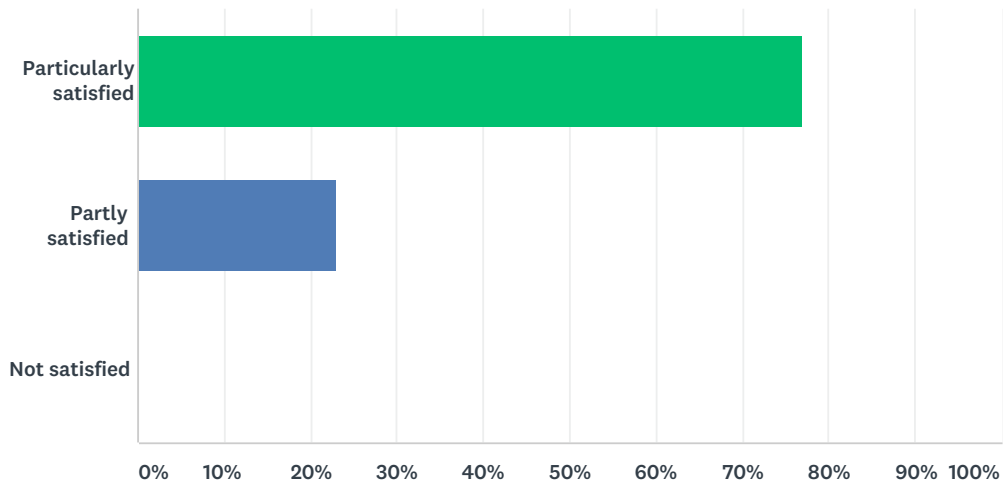
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	69.23%	9
Partly satisfied	23.08%	3
Not satisfied	7.69%	1
<b>TOTAL</b>		<b>13</b>

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

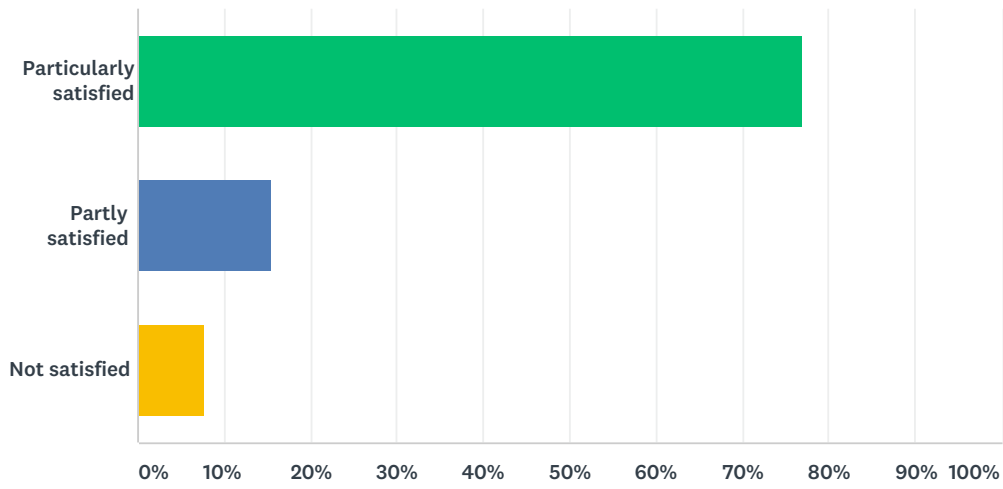
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Particularly satisfied	76.92%	10
Partly satisfied	23.08%	3
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>13</b>

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

Answered: 13 Skipped: 1

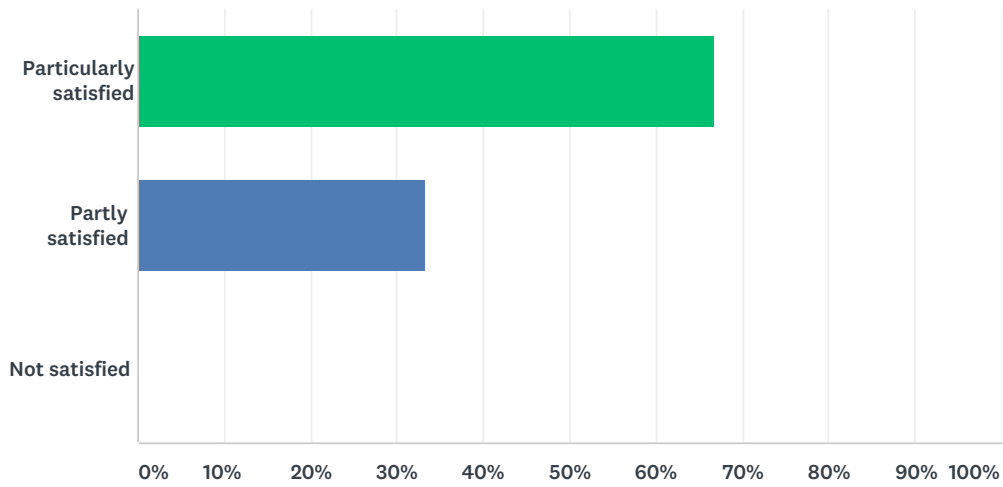


ANSWER CHOICES	RESPONSES	
Particularly satisfied	76.92%	10
Partly satisfied	15.38%	2
Not satisfied	7.69%	1
<b>TOTAL</b>		<b>13</b>



### Q17 ...with the Mentor Master Classes?

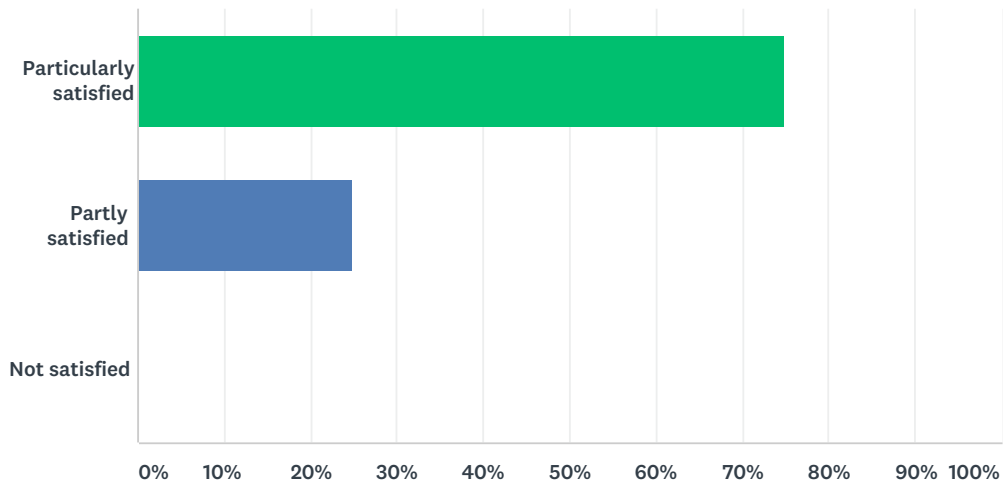
Answered: 9 Skipped: 5



ANSWER CHOICES	RESPONSES	
Particularly satisfied	66.67%	6
Partly satisfied	33.33%	3
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>9</b>

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

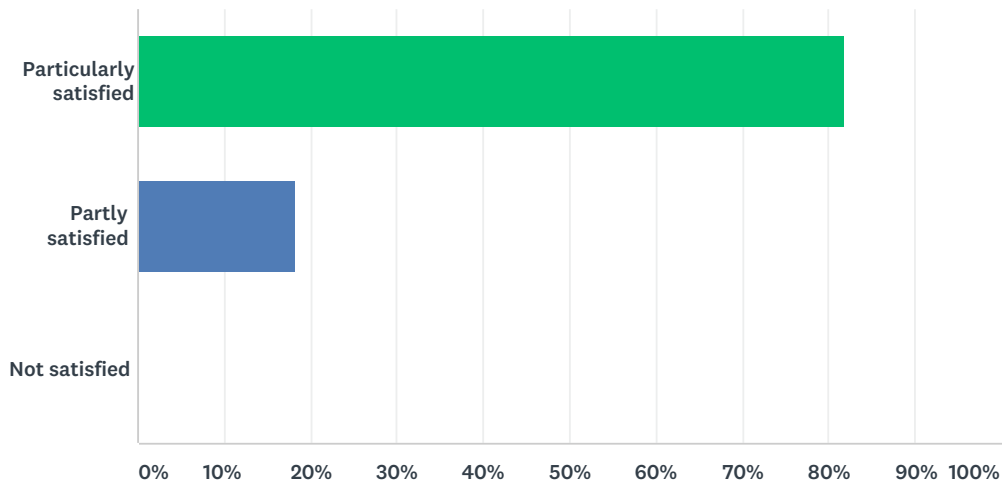
Answered: 4 Skipped: 10



ANSWER CHOICES	RESPONSES	
Particularly satisfied	75.00%	3
Partly satisfied	25.00%	1
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>4</b>

### Q19 ...with the assistance and support through the organization team before and during the Cross-Mentoring Program?

Answered: 11 Skipped: 3



ANSWER CHOICES	RESPONSES	
Particularly satisfied	81.82%	9
Partly satisfied	18.18%	2
Not satisfied	0.00%	0
<b>TOTAL</b>		<b>11</b>

## Q20 What would you like to mention to us in the end?

Answered: 8 Skipped: 6

#	RESPONSES	DATE
1	This is a great programme for personal development and insights on both sides	9/13/2018 12:40 PM
2	Start with a half day training before starting to work with the first mentee.	9/9/2018 10:10 PM
3	I am very grateful to be part of such a program. I started a new one last Friday and I feel impatient to have the 2nd session!	9/9/2018 5:31 PM
4	It is a very valuable programme to offer. Mentor/mentees from different organisations is also in my views a plus for independence and discretion.	8/16/2018 4:01 PM
5	I have grown a lot through my mentees. So thank you for that	8/14/2018 1:15 PM
6	best initiative ever	8/13/2018 9:35 AM
7	I found out that every one needs a mentor !	8/12/2018 6:23 PM
8	Excellent program, serves mentors and mentees equally. Very well organized.	8/12/2018 8:58 AM