



PROFESSIONAL
WOMEN
ASSOCIATION
MILAN



member of

PWN | GLOBAL
PROFESSIONAL WOMEN'S NETWORK



This project is co-funded by
the European Union

ME-TOTEM PROJECT

Mentoring as a Tool Towards Empowerment

A project co-financed by the European Commission DG Justice

Workstream 2 – Cross European Executive Mentoring

Final Mentoring Satisfaction Survey–

Deliverable #5

MENTORS

Final Satisfaction Survey results

The survey

How: on-line survey administered to Me-Totem WS2 Mentors

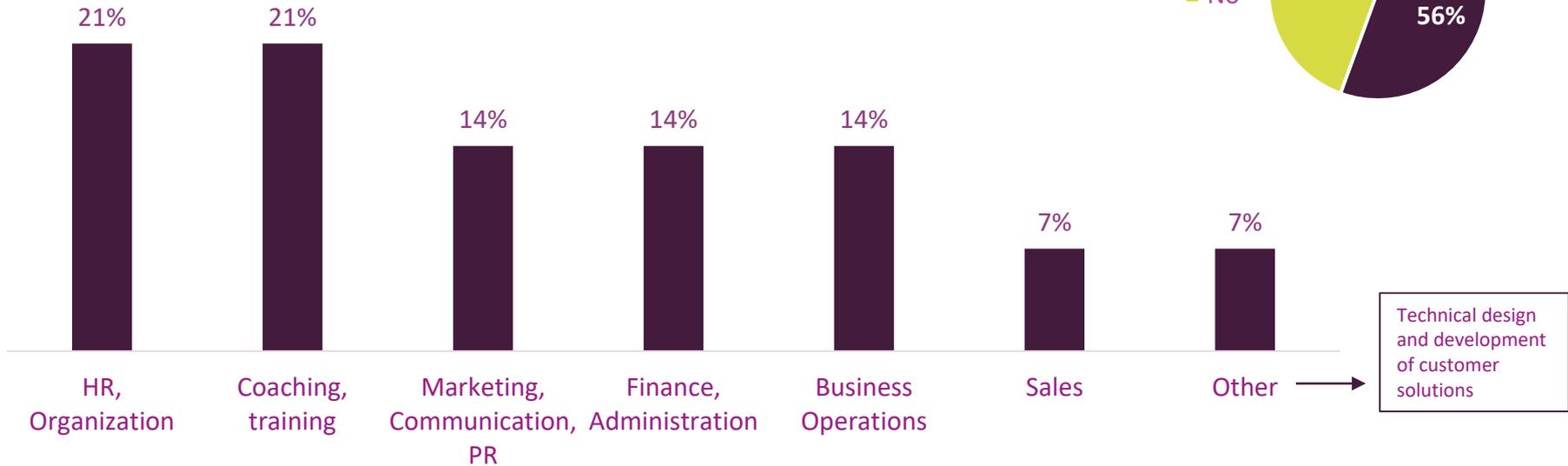
When: December 2015-January 2016

Response rate: 75%

The respondents

Average Age: **50 years old**

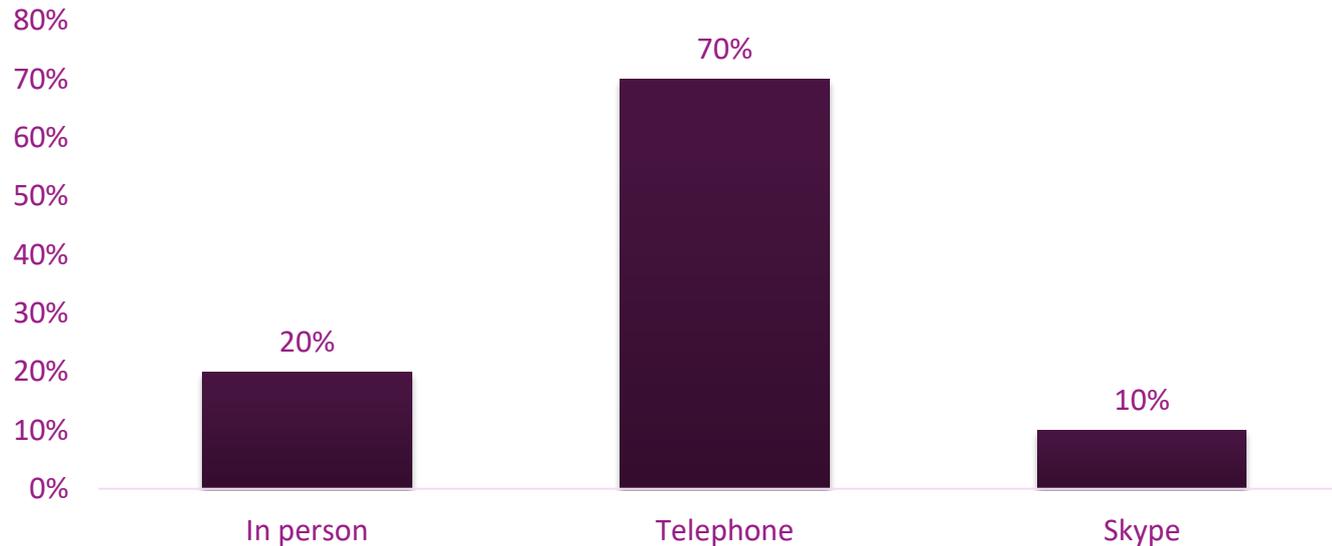
What is your area of **expertise**?



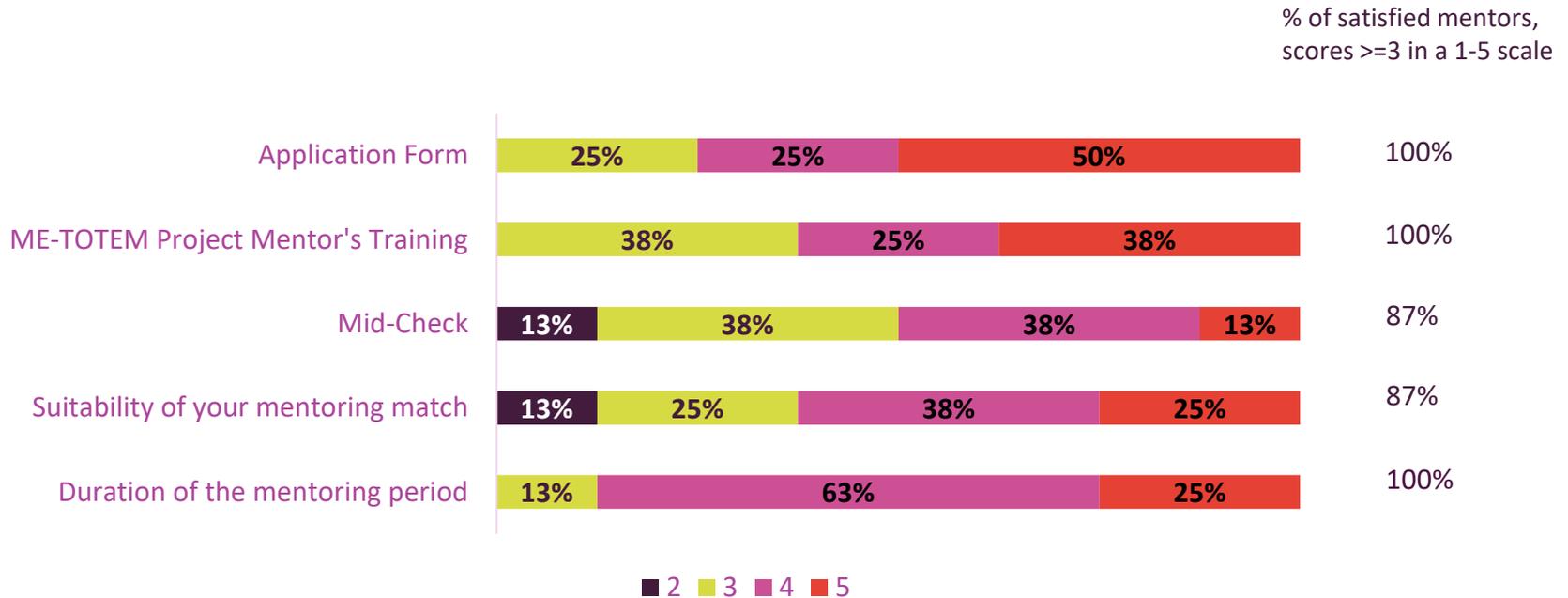
Sessions frequency and duration

Average number of sessions: 5

Average duration of sessions: **approximately 1 hour**



Evaluation of specific aspects of the program



In your own words, please describe what you gained personally and professionally from your Mentoring Relationship

“

*I gained a **wider perspective about my own professional skills and my potential to develop**. Personally, I met a talented person with whom it has been a pleasure to interact, very proactive.*

*Learned more about a **different type of business, Enhanced Coaching / Mentoring skills**. Testing relationship building in a challenging environment (having phone only contacts).*

*In my view no distinguish from professional and personal: experience empathy is really exciting and energizing for both. **To compare different point of view and perceptions** is really a great added value for both.*

*It has been a great experience! Personally I've created a **strong relationship with a person I never met** and professionally it has **helped me to see things differently**, with the appropriate distance which sometimes makes you in the position to have the best behaviour.*

***Awareness of the difficulties that young female talents encounter in their career path**; prejudices they face with man leaders; no points of reference and models within the company.*

***Getting insight from another organization** (different context / same issues) Sharing openly.*

Beautiful experience to listen and understand others

*Interesting to see that **problems are similar whatever country**; got **knowledge of a different professional environment** for management in a different field.*”

Mentors personal and professional achievements

GAIN A WIDER PERSPECTIVE ABOUT YOUR OWN
PROFESSIONAL SKILLS AND YOUR POTENTIAL TO
DEVELOP

LEARN MORE ABOUT DIFFERENT TYPES OF BUSINESS
AND DIFFERENT PROFESSIONAL ENVIRONMENTS

BECAME AWARE OF THE DIFFICULTIES THAT YOUNG
FEMALE TALENTS ENCOUNTER IN THEIR CAREER PATH

ENHANCE MENTORING SKILLS

What aspects, if any, didn't work very well in the ME-TOTEM Mentoring Program?

“

In my perception I didn't ketch enough understanding of the Program from the company that accepted to put their coaches in the development path.

Sometimes the mentee doesn't have cases / good stories to tell.

Not being able to meet. The telephone contact is not enough to really create the relation.

”

What did not work

The difficulty in organizing face-to-face meetings made the relationship fragile.

The absence of a clear understanding about the program of the companies who involved their employees.

Overall satisfaction

Would you recommend the ME-TOTEM Mentoring Program to others? **YES 100%**

If you were to give a piece of advice to a person acting as a Mentor for the first time, what would you suggest?

DO

- ✓ *Put also your heart in developing a relationship of this kind.*
- ✓ *Do a self assessment and think carefully what you can bring to your mentee.*
- ✓ *Try to meet your mentee in person.*
- ✓ *Listen a lot, try to understand strengths of the mentee.*
- ✓ *Plan in advance the meetings.*
- ✓ *Commit if you have the time.*
- ✓ *Listen and question, let the mentee find the right way for her.*

DO NOT

- ✗ *Do not give direct suggestions but let the mentee talk and gain the right conclusion just thinking loudly with you.*
- ✗ *Show detachment from her point of view.*
- ✗ *Be theoretical.*

MENTEES

Final Satisfaction Survey results

The survey

How: on-line survey administered to Me-Totem WS2 Mentees

When: December 2015-January 2016

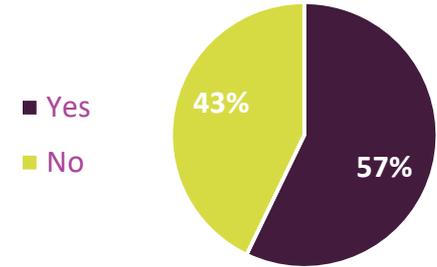
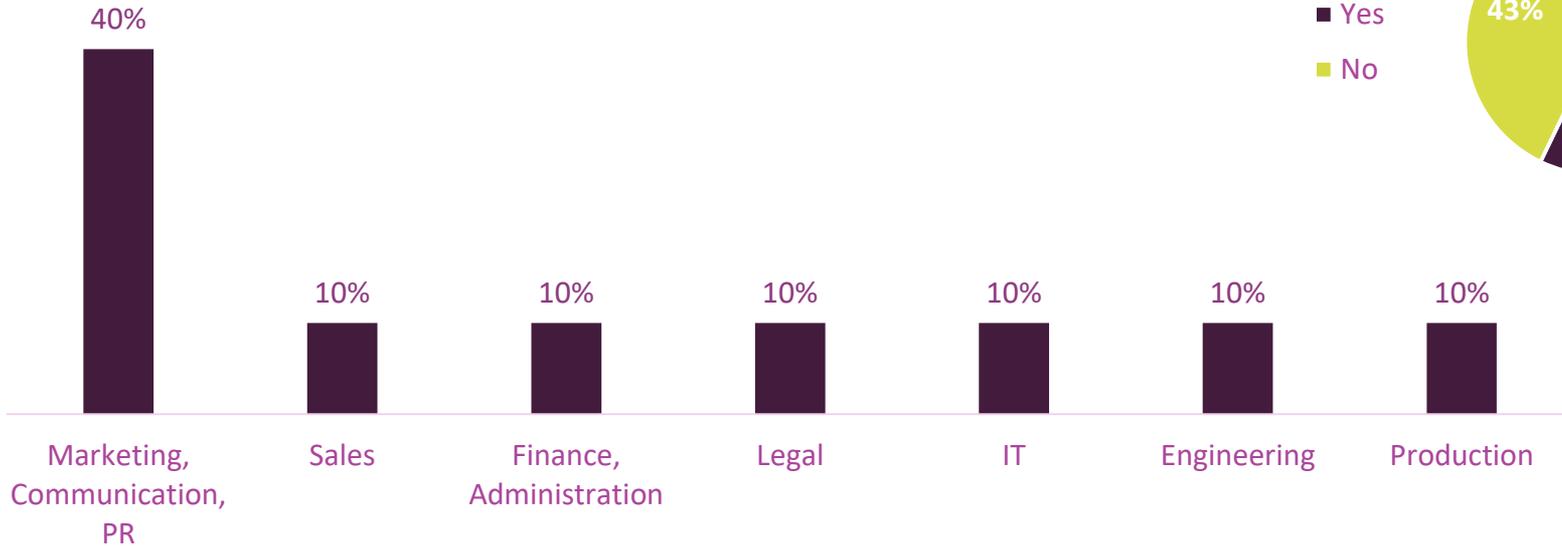
Response rate: 58%

The respondents

Average Age: **40 years old**

Do you have **children**?

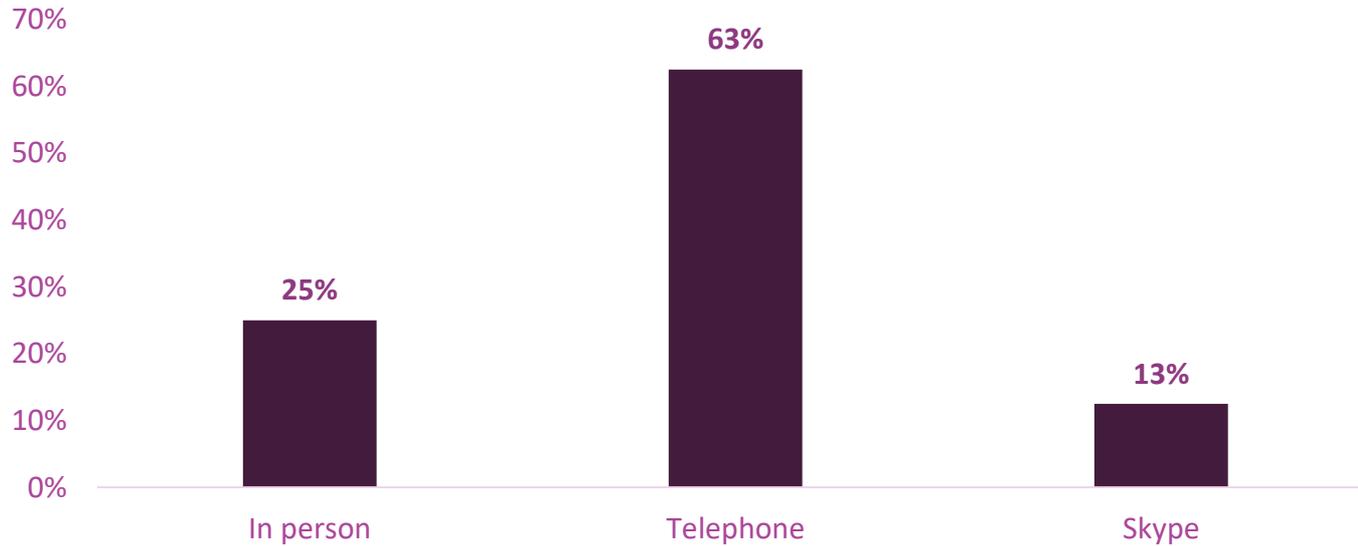
What is your area of **expertise**?



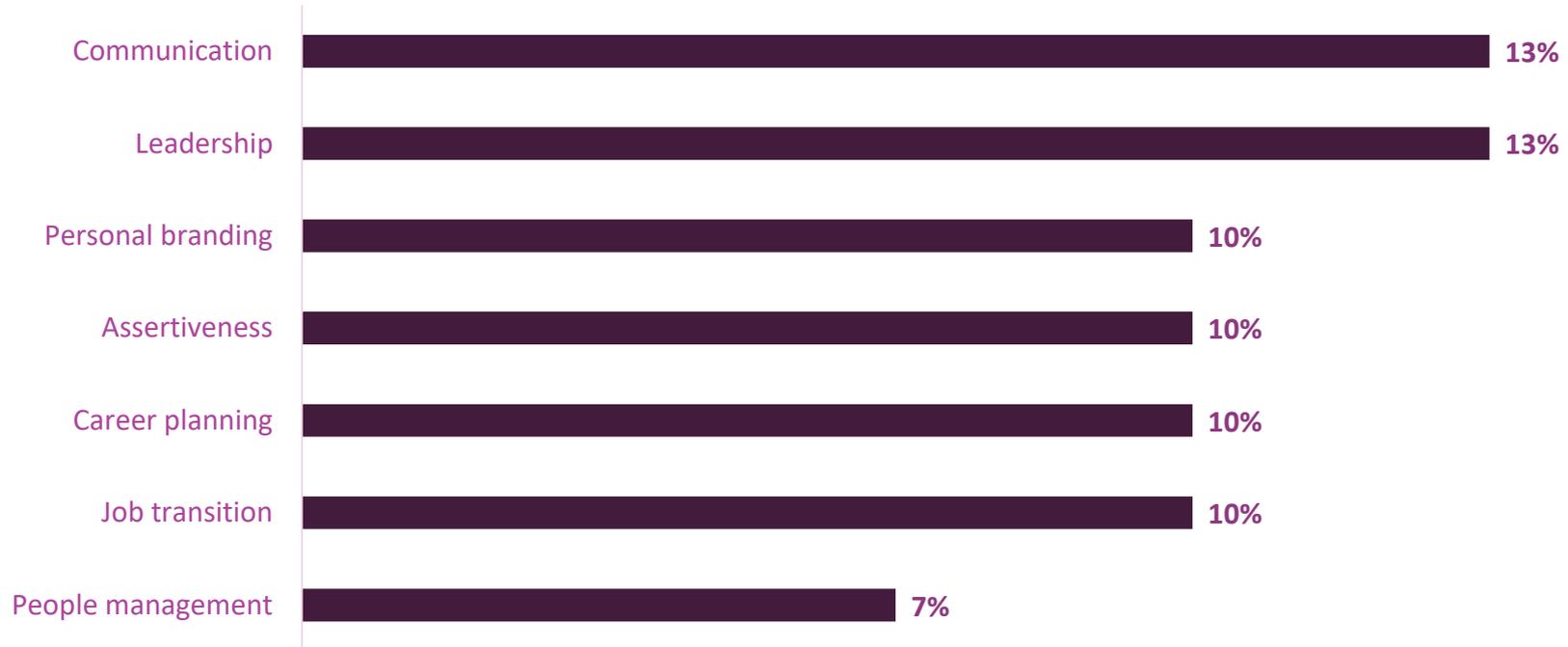
Sessions frequency and duration

Average number of sessions: 5

Average duration of sessions: **approximately 1 hour**

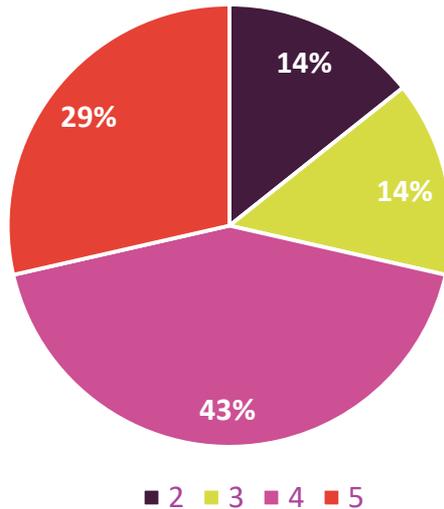


Main areas of development



Overall satisfaction

Overall, to what extent was the Program helpful to meet your development goals?

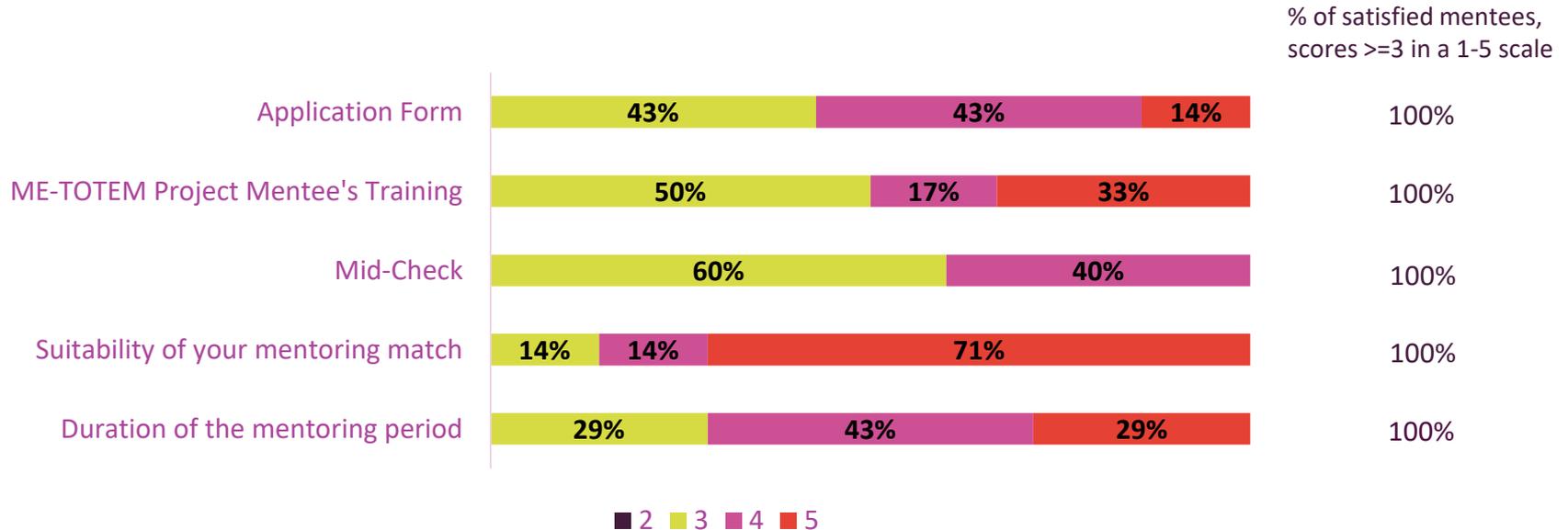


Overall satisfaction with the Program

% of satisfied students (scores ≥ 3 in a 1-5 scale)

71%

Evaluation of specific aspects of the program



In your own words, please describe what you gained personally and professionally from your Mentoring Relationship.

“

*A better understanding of **how to lead in authenticity**, by better knowing myself and the environment.*

*I am very grateful to have participated in this program. My mentor is absolutely great. She is inspiring when giving best practices from her experience but also very practical when giving me objectives and way forward in each phone call. **Thanks to her support could manage very stressful moments in my job handover and in my first experience as manager.***

It brought me an external opinion on my situation and career, nice tips and advices.

*My mentor helped me **to better define my professional objectives and to be more self confident**, as I evolve in a men's environment.*

*This was a great experience overall - **I gained lot of self confidence** and could work on my **personal branding and career planning** with new energy*

*It was a great pleasure for me to have the possibility to share with my mentor some of the key area I was interested to. One was related to the **Work-life balance**, my mentor could exactly understand my feeling as in a way we've had similar experience. **My Mentor has been able to give me some good input to let me think how to manage my personal life, being a mother and my job which I like so much.***

I know me better and the importance of working not only on weak areas.

”

Mentors personal and professional achievements

A NEW ENERGY FOR PERSONAL BRANDING AND
CAREER PLANNING WORK

A SUPPORT IN MANAGING STRESSFUL MOMENTS

A BETTER SELF KNOWLEDGE

SELF CONFIDENCE

What aspects, if any, didn't work very well in the ME-TOTEM Mentoring Program?

“

*From an administration perspective, I think **some of the communication should have been notified much more in advance** - So to allow people to fit events/activities in their busy agendas.*

Sometimes it was difficult to find a date.

*My mentor is located in Paris, I trust **it could have been nice to meet at least one time.***

I haven't spent a lot of time due to my commitments, probably I need to be spurred more from my mentoring.

”

What did not work

The difficulty in organizing face-to-face meetings made the relationship fragile.

Due to the difficulty in fitting activities in agenda, it should be better to notify communication more in advance.

Overall satisfaction

Would you recommend the ME-TOTEM Mentoring Program to others? **YES 100%**

If you were to give a piece of advice to a person acting as a Mentee for the first time, what would you suggest?

DO

- ✓ *Be specific on your goals, commit the necessary time to develop a relationship, listen carefully.*
- ✓ *Share your doubts and your thoughts, clearly ask for appointment, clear explain your problems.*
- ✓ *Explain your situation, goals and expectations as you feel them.*
- ✓ *Be proactive and take the most of your mentor, listen listen listen.*
- ✓ *Respect scheduling of the meeting.*
- ✓ *Define precisely what you expect from your mentor.*

DO NOT

- ✗ *Expect miracle: be realistic!*
- ✗ *Don't be shy.*
- ✗ *Focus on one single element of your "problematic", as the key may be somewhere else*
- ✗ *Expect to be a passive actor of the process - Don't take offended for critics.*
- ✗ *Let others interrupting you when you're talking with your mentor.*
- ✗ *Wait.*

Further comments or suggestions

COMMENTS

“ *It was very efficient and professional, I thoroughly enjoyed it and looked forward to the next call! **I was impressed by the perfect match with my mentor, and benefitted both personally and professionally from this external and neutral view** onto my current challenges.* ”

SUGGESTIONS

“ *Maybe **the program could have lasted a little bit longer** as I have not managed to achieve all the goals that my mentor gave me.*

*I would suggest **to match mentor/mentee by mother tongue** (if possible). For example in my case it was very useful and reassuring to have the possibility of talking with my mentor in Italian (my mother language).*

*Nothing in particular, but perhaps a way to strengthen it would be to **provide an online platform where mentor and mentee can keep track of goals, topics covered and objectives achieved/progress.** a sort of an online journal used by both where to also share links, resources, etc.*

***It would be nice if mentees and mentors could meet as groups** to see how the other couples are doing and exchange among peers too.* ”