

Strengths-based mentoring program – End of 12-month program client **Survey**

The following is anonymous aggregated feedback from mentors and mentees from the strengths-based mentoring program. We surveyed participants after 6 months and at the end (12 months). The 6-month survey informed us to provide more workshops, which we did on “Listening” and “Goal setting”. The program also included a team-building exercise at the Sydney Fish Markets cooking school.

All mentors and mentees had 2 hours of training in workshops. All participants received a psychometric strengths-based analysis test. Mentors received an executive coaching strengths debrief from a qualified, accredited executive coach. Mentees were debriefed by their mentors. (Mentors were trained to debrief) All participants received handbooks on the 12 tools, and 9 frameworks and all tools and frameworks were uploaded to the Client intranet. All line managers of mentees, as participants, were briefed in detail on the program and given access to all materials.

The organisational goals of this program were:

Attrition/retention	Well-being and Mental health
Engagement	Leadership development

Survey results from the Top three tools used

- 82% of participants used the strengths-based tool
- 76% of participants used the stakeholder relationship tool
- 82% of participants used the flourishing well-being tool

Mentees

- 95% of mentees found the structured program useful
- 94% would recommend a strengths-based program to colleagues
- 85% had achieved 5 or more personal or professional development goals
- 74% had over 7 meetings with their mentor
- 97% of mentees felt their mentor was committed to building a relationship
- The satisfaction rating of the program had an average rating of 8 /out of 10 (median 8)

Mentors

- 85% of mentors said they matched well with their mentee
- 96% of mentors felt their mentee was committed to building a relationship
- 94% of mentors said the tools and frameworks were helpful
- **74% of mentors found tools and frameworks useful for their leadership development outside of mentoring**
- The satisfaction rating of the program had an average rating of 8 /out of 10 (median 8)

Areas of focus by mentees

- 70% focused on career planning
- 70% focused on stakeholder relationships
- 64% focused on self-confidence
- Other vital areas of focus were: - leadership skills, well-being, and a growth mindset.