

## **H2 2025 Mentor Program Mid-Point Check In Summary**

### **Program Alignment & Goal Progress**

Most respondents report that the mentor program is aligning with their initial goals and that they have made progress toward their professional objectives, feeling supported by the program's resources.

### **Relationship Building & Meaningful Interaction**

Participants describe their mentoring relationships as developing positively, often highlighting meaningful moments and strong, supportive connections—such as hearing personal growth stories or celebrating achievements together.

### **Communication Cadence & Quality**

Meeting frequencies range from once a month to every other week, with some variance based on individual schedules. Many respondents are satisfied with the quality of communication, though a few seek more structured or more frequent meetings.

### **Primary Challenges & Suggestions**

Challenges noted include some mentor-mentee pairings at similar career levels, which makes it harder for mentors to provide differentiated guidance. Respondents suggest improvements such as mentor training, meeting agendas, or topic lists to guide sessions when immediate tasks are lacking.

### **Recommendations & Next Cohort**

A recurring recommendation is to provide more resources and structured training for mentors, as well as group mentor sessions to exchange ideas & best practices, thereby enhancing preparedness and engagement across the cohort.

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### Additional Notes

- The 2024 Mentor Program had no structure or guidance, so for the revised program, we created:
  - [Mentor Role & Responsibilities](#) document
  - [Mentee Role & Responsibilities](#) document
  - [Mentor Program Playbook](#)
    - Based on the feedback, I suspect people aren't using the playbook
  - For each pairing, I created a "Meet Your Match" Personal Operating Program ([see sample here](#))
- I've asked people to reach out if they need support throughout the program
  - I have not had any messages or emails asking for help/support for anything related to the Mentor Program

### Measured Results

Question	Score (Out of 10)
Program aligning with initial goals	9.2
Progress toward professional goals	8.4
Frequency of communication with mentor/mentee	7.8
Quality of communication with mentor/mentee	8.2