

Evaluation Mentoring Program OBP 2022 - 2023 4th edition

Summary

With the exception of ACTA, IT and FGB, the faculties/supporting staff below participated in the mentoring program with 20 couples.

Average rating of the programme by mentees 4.7 and mentors 4.1 on a 5-point scale, based on a response rate of 70% of mentees and 80% of mentors.

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Faculteit/supporting staff	Mentees	Mentors
Beta	4	3
SBE	2	2
C&M	5	4
FGW		1
UBVU	1	2
HRM	2	1
FCO	1	
SOZ	4	
FRT	1	
IT		1
BZ		5
Totaal	20	19

Gender

Mentees: 8 men (40%), 12 women (60%); Mentors: 8 men (40%), 12 women (60%).

Mentees – motives to participate:

Career planning and – strategy
Prioritizing
Work-life balance

Mentees - results

Career planning and – strategy
Prioritizing
Work-life balance
Personal effectiveness
Understanding customs at VU

Quotes:

'As a role model, my mentor showed very directly how he makes choices in certain areas'
'Coaching on styles in particular was very enjoyable and insightful'

Mentors – motives to participate

Social Responsibility (giving back to the academic community, younger generation, VU, society)
Sharing experience and insights with younger colleagues
Investing in new talent
Diversity (gender)

Mentors – results

Insights in the challenges and obstacles within the VU
Taking a look behind the scenes in another department
Reflection on my own career
Development of communication / coaching skills

Quotes:

'Insight into the challenges our organization sometimes poses to employees. A peek into another unit's kitchen, fun in supervision'

'Reflection on my own career. Development or sharpening of my own coaching skills'