

## MENTORING INTEREST SURVEY FOR PROSPECTIVE PARTICIPANTS

**Introduction:** The **\*SPSC** Leadership Forum has created a team that is designing and will administer a prototype mentoring program. This is something that many employees have requested for some time now. In order to fulfill our design obligations in the best way, we are asking for all interested employees of SPSC to answer the questions on this survey and to provide us with their opinions in the Comments section following each category. We thank you in advance for your assistance.

Please review the attached description (or news article) before completing the survey.

Please answer every item. All responses are confidential.

Sincerely, The Mentoring Design Team

For demographic purposes, please check the boxes that are appropriate:

Gender	Pay Group	Work Location	Ethnic Background
<input type="checkbox"/> Female	<input type="checkbox"/> Exempt	<input type="checkbox"/> North America	<input type="checkbox"/> Caucasian
<input type="checkbox"/> Male	<input type="checkbox"/> Non Exempt	<input type="checkbox"/> Europe	<input type="checkbox"/> Asian
	<input type="checkbox"/> Weekly Salaried	<input type="checkbox"/> Asia	<input type="checkbox"/> African-American
	<input type="checkbox"/> Hourly	<input type="checkbox"/> Latin America	<input type="checkbox"/> Latino
			<input type="checkbox"/> Native American Indian – Eskimo

### Category 1. Knowledge of Mentoring

A. I would rate my knowledge of mentoring as the following. (Please check the appropriate box).

<input type="checkbox"/> Excellent	<input type="checkbox"/> Very Good	<input type="checkbox"/> Moderate	<input type="checkbox"/> Poor	<input type="checkbox"/> No knowledge
Comments:				

B. My knowledge of mentoring is based upon the following sources of information: (Please check all that apply).

<input type="checkbox"/> Personal Experience	<input type="checkbox"/> Observing Others in my work unit	<input type="checkbox"/> Reading about it	<input type="checkbox"/> Discussions with peers	<input type="checkbox"/> A program in our organization
<input type="checkbox"/> Community organizations	<input type="checkbox"/> Television	<input type="checkbox"/> Internet	<input type="checkbox"/> Educational Institution	<input type="checkbox"/> Other: Please explain
Comments:				

**\* SPSC** stands for Spectacular Products and Services Company. A fictitious name.

C. My general attitude towards mentoring is:

<input type="checkbox"/> Very Positive	<input type="checkbox"/> Positive	<input type="checkbox"/> Neutral	<input type="checkbox"/> Negative	<input type="checkbox"/> Very Negative
Comments:				

D. Below is a list of common perspectives concerning mentoring. Please mark your response to the statements as True, False or Cannot Answer (CA).

Mentoring is only for the High Potential employee.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Mentoring is for those employees who have not made the grade.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Mentoring is an effective method of developing your potential.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Mentoring can only be effective when it comes from your boss or immediate supervisor.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Spontaneous or natural mentoring is best.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Comments			

### Category 2. Experiences with Mentoring

Please answer True, False or Can't Answer to the items below:

My Functional Group has a mentoring program	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Mentoring is freely offered to everyone on an informal basis	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have been mentored or coached by someone more senior (with more knowledge) within the last (1 to 5 )years.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have mentored or coached someone more junior (with less knowledge) within the last (1 to5) years	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Prior to working at SPSC, I was in a mentoring program (or relationship).	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
If true. What was your role? Check only one choice as true.			
Mentor _____	<input type="checkbox"/> T		
Mentee _____	<input type="checkbox"/> T		
Both _____	<input type="checkbox"/> T		
Other _____	<input type="checkbox"/> T		
I have never been involved in a Mentoring Program or mentoring partnership in any capacity.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Currently, my boss (immediate supervisor or manager) is my mentor.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Comments:			

**Category 3. The Need for Mentoring at SPSC**

This organization supports and encourages the free exchange of information across levels and units.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
We are encouraged by management to learn new things.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
There is a need for mentoring in our organization. If True, at which level is it needed:	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Company wide	<input type="checkbox"/> T		
Division or Department	<input type="checkbox"/> T		
Functional unit	<input type="checkbox"/> T		
There are a number of people inside our company whom I consider to be role models.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I feel comfortable going to the senior members of our group and asking for their input, opinion, etc. on any issue.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
My current supervisor freely offers advice and counsel to those who need it.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I am comfortable going to my boss asking for help with a problem that I cannot solve.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
My peers are the best source of help and information about jobs, promotions, assignments etc.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I understand the values of our company, organization etc.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have a good understanding of the unwritten rules of the organization.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Comments			

**Category 4. Development Activities Profile**

I am afraid that if I don't upgrade my skills, I will be laid off.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Within the last two years, I have taken a career workshop within the company.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
If True, check only one of the statements as True.			
a) I found it helpful _____	<input type="checkbox"/> T		
b) Not helpful _____	<input type="checkbox"/> T		
c) Somewhat helpful _____	<input type="checkbox"/> T		
I am currently taking part in a degree or certification program.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I know what it takes to succeed in this organization.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have ample opportunity to develop my professional competencies.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have a long-term career plan on which I am making good progress.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A

It's not what you know but who you know that counts in getting raises and promotions.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
At least one of my current assignments stretches my current capabilities.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
I have a good idea of how decisions on promotions are made in this organization.	<input type="checkbox"/> T	<input type="checkbox"/> F	<input type="checkbox"/> C A
Comments			

### Category 5. Desired Benefits of Mentoring

Below is a list of some of the more common benefits of the mentoring. Please rate the Value of each in the box indicated. (Values are rated on a scale of 1 to 5, with 1 being the lowest value and 5 being the highest.

FOR MENTEES (Scale 1-5)		FOR MENTORS (Scale 1-5)	
Learn how to balance work and life	<input type="checkbox"/>	Foster inclusion	<input type="checkbox"/>
Expand knowledge of career paths and options	<input type="checkbox"/>	Enhance awareness of diversity issues	<input type="checkbox"/>
Develop interpersonal and communication skills	<input type="checkbox"/>	Develop next generation of leaders	<input type="checkbox"/>
Expand knowledge of the company	<input type="checkbox"/>	Encourage organizational savvy	<input type="checkbox"/>
Gain knowledge of a different function	<input type="checkbox"/>	Transfer corporate knowledge and values	<input type="checkbox"/>
Improve networking capability	<input type="checkbox"/>	Provide an alternative source of feedback to mentees	<input type="checkbox"/>
Develop teaming capabilities	<input type="checkbox"/>	Enhance coaching skills	<input type="checkbox"/>
Improve job satisfaction and morale	<input type="checkbox"/>	Utilize the wealth of professional expertise and experience	<input type="checkbox"/>
Other: Please specify	<input type="checkbox"/>	Other Please specify	<input type="checkbox"/>

### Category 6. Possible Prototype Participation

A. The Mentoring Program will require a time commitment for training, meeting with one's mentoring partner, and evaluation checkpoints. There may be other activities scheduled by the Mentoring Design Team throughout the year duration of the prototype. Please review the list of required activities and taking the perspective of a possible participant, indicate those items that you feel you could participate in and those that you think might create a barrier.

1. Information Sessions are open employee forums to explain the Mentoring Program. Each will last approximately 90 minutes long and several will be scheduled at different times during the week. <i>Could you attend one</i>	<input type="checkbox"/> OK	<input type="checkbox"/> A Barrier	<input type="checkbox"/> See comments
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<i>session?</i>			
2. Training sessions are required for all selected participants. The Introductory Session is 6 hours and the Advanced Session is 4 hours. Could you attend one or both sessions? Please indicate?	<input type="checkbox"/> One Session	<input type="checkbox"/> Both Sessions	<input type="checkbox"/> None
			<input type="checkbox"/> See comments
3. Discussions between Mentee and Mentor are recommended for 2 hours per month for the 12-month period of the Program. Could you set aside this much time?	<input type="checkbox"/> OK	<input type="checkbox"/> A Barrier	<input type="checkbox"/> See comments
4. Would you be willing to commit any of your personal time in support of your mentoring partnership? ▪ If OK, what percentage of your time would you devote to your mentoring discussions? ▪ Check off the amount that applies	<input type="checkbox"/> OK  <input type="checkbox"/> 100 %	<input type="checkbox"/> A Barrier  <input type="checkbox"/> 50%	<input type="checkbox"/> See comments  <input type="checkbox"/> < 50%
5. Periodically, there will be checkpoints held to evaluate the progress of the mentoring pairs. At each checkpoint there is an interview or a focus group and a brief on-line questionnaire. Would you be able to set aside the time to participate?	<input type="checkbox"/> OK	<input type="checkbox"/> A Barrier	<input type="checkbox"/> See comments
Comments:			
1.			
2.			
3.			
4.			
5.			

B. My desire to participate in the Mentoring Program is :

<input type="checkbox"/> Very High	<input type="checkbox"/> High	<input type="checkbox"/> Neutral	<input type="checkbox"/> Low	<input type="checkbox"/> Very Low
Comments:				

C. The probability of my applying to the Mentoring Program for the prototype is

<input type="checkbox"/> Very High	<input type="checkbox"/> High	<input type="checkbox"/> Neutral	<input type="checkbox"/> Low	<input type="checkbox"/> Very Low
COMMENTS:				

D. If I apply, it would be as one of the following: Check one only.

<input type="checkbox"/> Mentee	<input type="checkbox"/> Mentor	<input type="checkbox"/> Both
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E. What would keep me from applying: (Check off all items that apply)

<input type="checkbox"/> Time commitment	<input type="checkbox"/> Uncertainty about how it works
<input type="checkbox"/> Budgetary considerations	<input type="checkbox"/> Not enough information on the program
<input type="checkbox"/> Lack of functional support for the program	<input type="checkbox"/> Don't know if its right for me at this time
Comments:	

### Category 7. Desire for Information

When the Mentoring Program opens for applications for its Prototype Program, which of the following would be the best methods for you to gain information about the program? Please check off all those that apply.

Address by Chief Executive	<input type="checkbox"/>
Article in the Company Newsletter	<input type="checkbox"/>
Brochure distributed to all employees in the pilot sites	<input type="checkbox"/>
Intranet Web-site devoted to Mentoring	<input type="checkbox"/>
Mentoring Information Sessions (or Employee all-hands meetings)	<input type="checkbox"/>
Mentoring booklet which explains the basics	<input type="checkbox"/>
Personal stories from those who have been involved in Mentoring.	<input type="checkbox"/>
Unit or divisional meetings	<input type="checkbox"/>
At the Meetings and on the Web site it will be possible to apply to the program.	<input type="checkbox"/>
Comments:	

Please use this space to provide us with suggestions for helping us to make this a most successful program.

***THANK YOU SO MUCH FOR YOUR TIME IN COMPLETING THIS SURVEY.***

**COORDINATORS PLEASE NOTE: Online administration and scoring are available. Please call (323) 823-8528 for permission and terms of use.**