

# Mentoring Support

## Program Closure Ceremony



**AIM 21 Mentorship Program Wave 1**  
(April 20 – July 20, 2021)



ASIA INSTITUTE OF MENTORING

To share. To learn. To impact lives

# Agenda

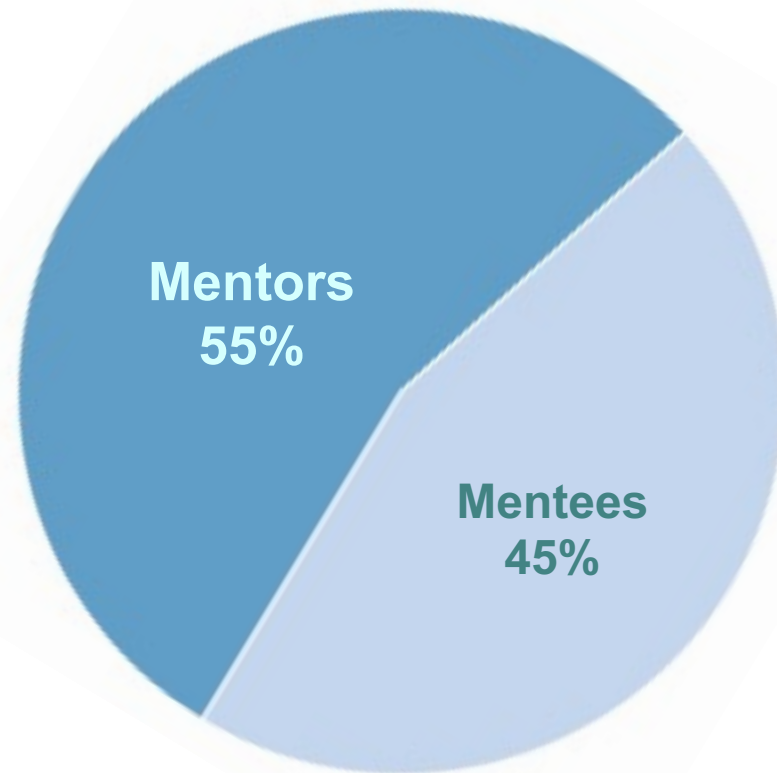
- *Sharing of Survey results*
- *Feedback from Mentors / Mentees*



# AIM 21 Mentorship Program Wave 1

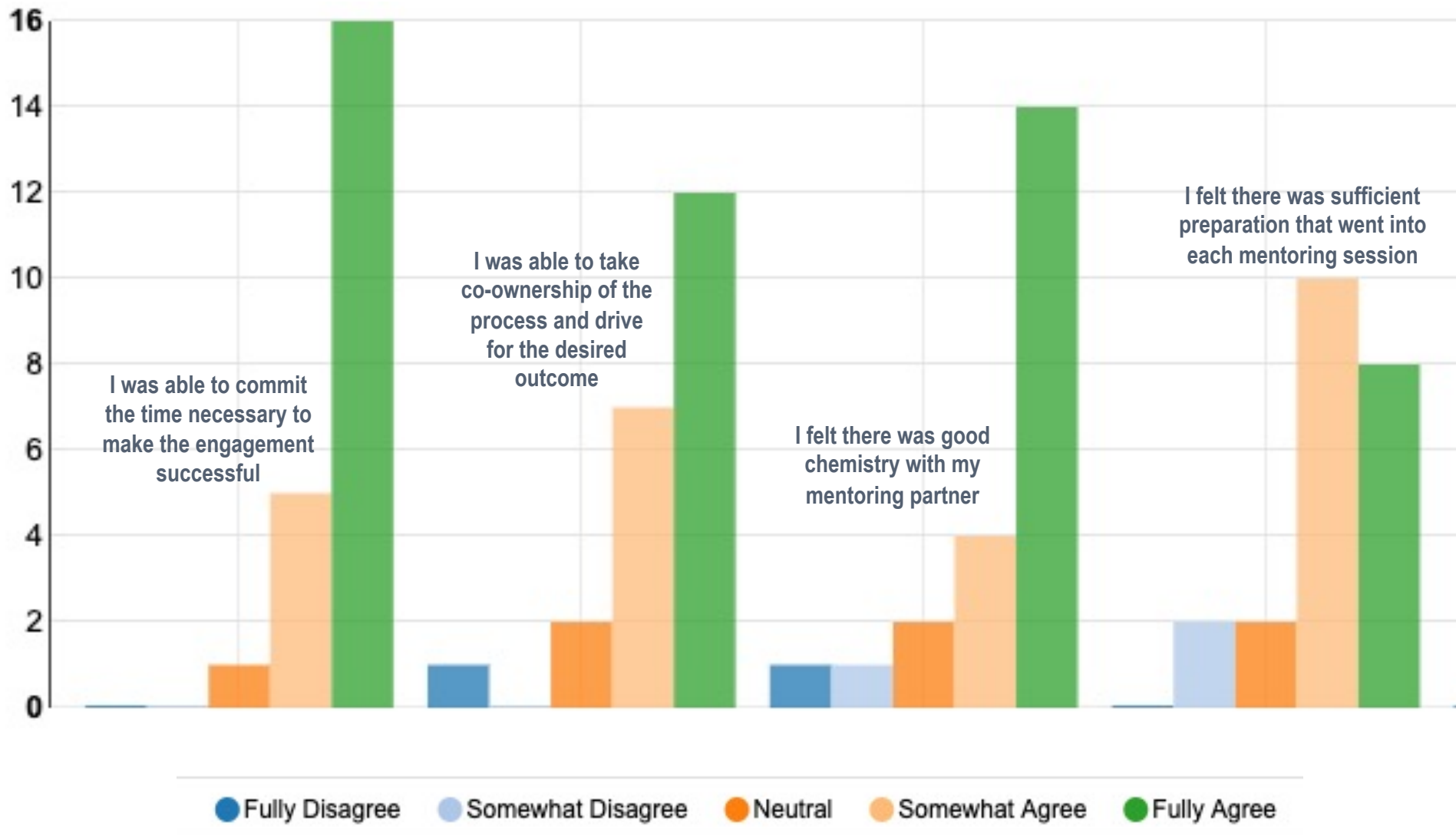
## Final-Term Survey Results & Feedback

**40%**   
**Survey Participation**  
**from mentors/mentees**



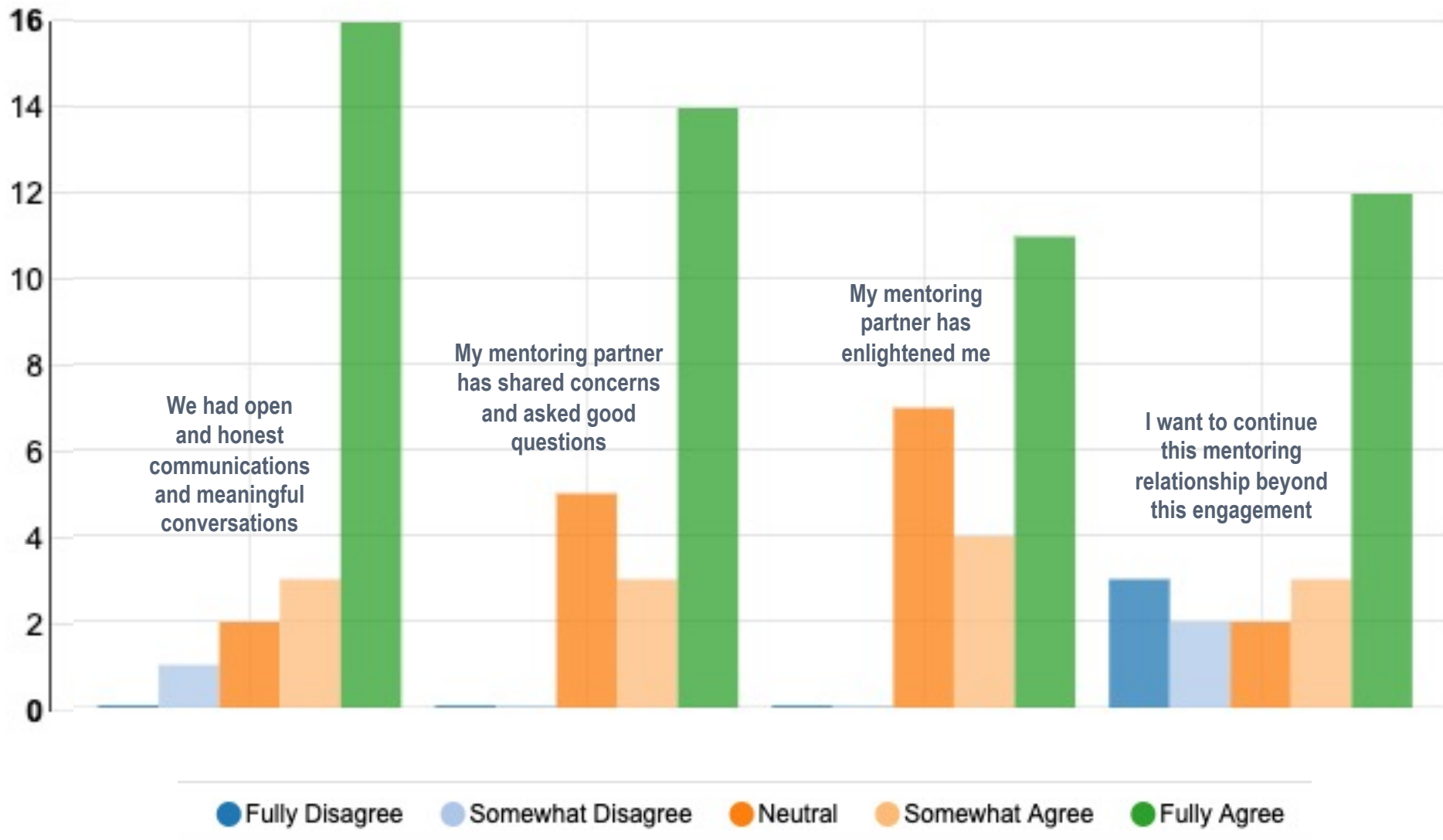
# AIM 21 Mentorship Program Wave 1

## Final-Term Survey Results & Feedback



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**Question:** What were the greatest challenges?

Mentee was distracted by kids interrupting the session. It would be better if mentee could set aside more time and space for the mentoring.

About time and engagement managements.

To be able to facilitate mentee to gain complete clarity in his long term vision and goals.

Being able to meet up during the P2HA period.

It was quite difficult to find a similar timing due to both our fluid schedules.

For me, it was able to find the time due to ongoing challenges. We resolved this by having bi-weekly mentoring appointments instead of weekly.



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## Final-Term Survey Results & Feedback



**Question:** How have I successfully engaged with my mentoring partner?

Open conversations. Encourage different perspectives.  
Examine/Unpack challenges.  
Explore solutions.

Be courteous and respect each other, allowing both parties to speak and be a good listener.

By allowing mentee to set the agenda and be fully present in the engagement.

The most important thing was here to be open and honest on my challenges.

Through a number of self reflection engagements with the mentee in a frank and candid manner

The conversations we had were remarkably holistic. As I told about my worries and anxieties about change, she provided a listening ear and a perspective on how she had overcome such similar situations. It was insightful at the same time she didn't force her ideals onto me.

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## Final-Term Survey Results & Feedback



**Question:** What have I learned from this mentoring engagement?

Patience and Ownership

Together we are stronger.

Trust and rapport are critical. Thereafter the discussions can flow naturally.

I have learnt to push through the doubt and be more secure in myself and my decisions.

As a mentor, I get to learn from my mentee too. The process of challenging mentee's beliefs, exploring blind spots and co-creating action plans was beneficial to mentees and to the mentor as well.

Be kind to self, reflect and how small changes can have a positive impact



# AIM 21 Mentorship Program Wave 1

## Final-Term Survey Results & Feedback



**Question:** What do you want to continue doing, start doing, and stop doing in order to better develop my mentoring skills?

Balancing between coaching and mentoring approach. Able to gauge the needs of mentee .

Keep Listening  
Stop over-leading  
Start journaling with online tool

Continue to be patient and listen to mentee to help her achieve her objective. Stop thinking that a mentee is ready to work on a target. Start to look out for the unspoken and working on myself to understand my own intentions.

**Continue doing:** being proactive in the engagement

**Start doing:** preparing better questions to get the most out the mentoring experience

**Stop doing:** having expectations that someone can solve my problems

Will like to be able to focus my areas of questions and inquiry more so that we can continuously work on those parts of myself

Continue my self-development journey, start preparing more, and stop assuming.

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## Final-Term Survey Results & Feedback

**Question:** What can I do better next time?

Maybe the mentee's objective submitted for matching should be shared with mentor before the meet up so that the needs can be better understand.

Set goals together with the mentee.

To lay out the ground rules more clearly upfront

Set more realistic and achievable goals.

Take the time to better prepare my mentoring appointments..

To provide a clear understanding of what it is I'll like to work on in future

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## Final-Term Survey Results & Feedback

**Question:** What aspects of my mentoring engagement am I proud of?

Able to meet the needs of the mentee, given her seniority and experience. Being able to stretch myself to rise to the challenge.

Maintained the professional ethics

Create a safe space for my mentee and beholding her in the transition of her life.

That we have mutual respect towards each other and always try to understand each other.

I was engaged and present

I am proud of having being honest on sharing my struggles and not pretend everything was well.

# AIM 21 Mentorship Program Wave 1

## Final-Term Survey Results & Feedback

**We would like to  
hear from you**



# AIM 21 Mentorship Program Wave 1

## Final-Term Survey Results & Feedback

A Big  
**THANK**  
you!

