Self-Match Mentoring Scheme
Pilot Evaluation
How has the scheme impacted on you?

Based on responses from both mentors and mentees who were asked to select as many that applied.
Mentees
Mentee overview

• Total of 18 mentees on the self-match mentoring pilot scheme.

• 10 respondents to the evaluation.

• 9 of these respondents had a mentor, 1 did not (at the time of evaluation).

• 100% of those who found a mentor would recommend having a mentor to others.
The mentoring relationship

To what extent were your expectations for the relationship with your mentor met?

- Fully met: 90%
- Somewhat met: 10%
- Somewhat unmet: 0%
- Not met at all: 0%

How well did you feel supported by your mentor?

- Fully supported: 90%
- Somewhat supported: 10%
- Somewhat unsupported: 0%
- Fully unsupported: 0%
What our mentees said

“I chose one thing I wanted to achieve. It’s good to have a horizon – if you do it by yourself you will always delay things and you don’t put yourself as a priority, you put your job first. This forces you to be accountable for your own development.”

“It is good to be able to think out loud and have someone probe a bit deeper to explore some of your perceptions. I’m free to say what’s on my mind and know that it’s a safe environment.”

“It’s nice to validate things with someone totally outside of your immediate circle both professionally and personally.”

“It supported my mental health through a period of work-related anxiety/stress”.
How has having a mentor impact on you?
Mentees were asked to tick all that apply

- It supported my professional development: 78%
- It enabled me to learn new skills: 67%
- Enabled me to find out about new things: 56%
- It led me to implement new approaches: 78%
- It increased my confidence: 78%
- It helped me to expand my professional network: 67%
- It encouraged me to consider working in other areas: 44%
- It made me feel a valued member of the community: 56%
- Other: 11%
Use of Lookup

Out of the nine respondents, six used Lookup to find their mentor: “The process of self-matching has been easy to do. I’m grateful there’s been a service offered.”
Mentors
Mentor overview

- Total of 22 mentors on the self-match mentoring pilot scheme.
- 13 respondents to the evaluation.
- 12 of these respondents had a mentee, 1 did not (at the time of evaluation).
- 100% of those who found a mentee would recommend being a mentor to others.
How well did you feel you were able to support your mentee?

- Fully support
- Somewhat support
- Somewhat unsupport
- Fully unsupport
What our mentors said

“As a mentor, the relationship enables me to put in to play the skills I have – which I enjoy doing and using. It’s great extra practice for me.”

“It has helped me reflect on my own career and inspired me to be as pro-active in my next steps as my current mentees are.”
How has being a mentor impact on you?

Mentors were asked to tick all that apply

- It supported my professional development: 83%
- It enabled me to learn new skills: 42%
- It helped me to expand my professional network: 75%
- It increased my confidence: 25%
- It developed my listening and communication skills: 42%
- Other: 8%
Support for the use of Look Up

Evaluation data is limited as Look Up was only introduced after the launch of the pilot, but early indications are that mentees find it easy to use. However, the following additional improvements were suggested:

1. Create short videos of both mentors and mentees giving specific examples of how mentoring has helped them;

2. A rolling webpage where a selection of available mentors are featured each month (can highlight those who have not yet been approached)

3. Create instructions for how to search and filter for mentors by area of expertise.

4. Provide a map showing where mentors are based across the University.
Support and training

The following suggestions emerged from focus group discussions:

1. Offer regular introductory sessions for those who have recently joined the scheme, to enable them to meet mentors, and build their confidence to take the first steps in setting objectives and finding a mentor.

2. Offer regular drop-in sessions for mentees so that they can support and encourage each other with their mentoring goals and any challenges they may face in the mentoring relationship.

3. Offer regular drop-in sessions for mentors to meet and share practice and support each other as they develop their mentoring skills. This will enable them to share anonymously any difficulties they are having in supporting their mentee and receive suggestions and ideas from other mentors.