

Mentoring Program Evaluation Framework

This evaluation framework should be used in conjunction with the “Mentor – Mentee Workplace Mentoring Surveys” document. The evaluations will measure three program outcomes: a) Mentoring Process Outcomes, b) Mentor/Mentee Experiences, and c) Workplace Outcomes.

The two evaluations provide a minimum of two check points mid-year progress and program completion.

- **Mid-Year Evaluation:** Administered during the mid-point of the program.
- **Final Evaluation:** Administered upon completion of the program.

Compare mid-term evaluation to final evaluations look for changes overtime. Use your organization’s performance indicators to measure impact of mentoring on retention, job satisfaction and organizational culture.

Mid-Year Evaluation (using the Mid-Year Mentor & Mentee Survey Responses)

- 1. Mentoring Process Outcomes (Mentee Questions: 1-4) (Mentor questions: 1-4)**
 - a. Pattern of routine contact over the length of the mentoring relationship
 - b. Satisfaction with mentoring program by both mentor and mentee
 - c. Commitment to mentoring program by both mentor and mentee
- 2. Mentee/Mentor Experiences and Outcomes (Mentee Questions: 5&6) (Mentor questions: 5-7)**
 - a. Feelings of connectedness in workplace setting
 - b. Improved technical skills
 - c. Career path over time
- 3. Workplace Outcomes (Mentee Questions: 7&8)**
 - a. Work performance of participants
 - b. Length of participants’ tenure in the organization
 - c. Notable effects on organizational culture or employee expectations

Final Evaluation (using the Final Mentor & Mentee Survey Responses)

- 1. Mentoring Process Outcomes (Mentee Questions: 1-4) (Mentor questions: 1-4)**
 - a. Pattern of routine contact over the agreed-upon term of the mentoring relationship
 - b. Satisfaction with mentoring program by both mentor and mentee
 - c. Level of commitment to mentoring program by both mentor and mentee
- 2. Mentee Experiences and Outcomes (Mentee Questions: 10-14) (Mentor questions: 5-8)**
 - a. Feelings of connectedness in workplace setting
 - b. Improved technical skills
 - c. Career path over time
- 3. Workplace Outcomes (Mentee Questions: 12,13, 15) (Mentor questions: 9-10)**
 - a. Work performance of participants
 - b. Length of participants’ tenure in the organization
 - c. Notable effects on organizational culture or employee expectations