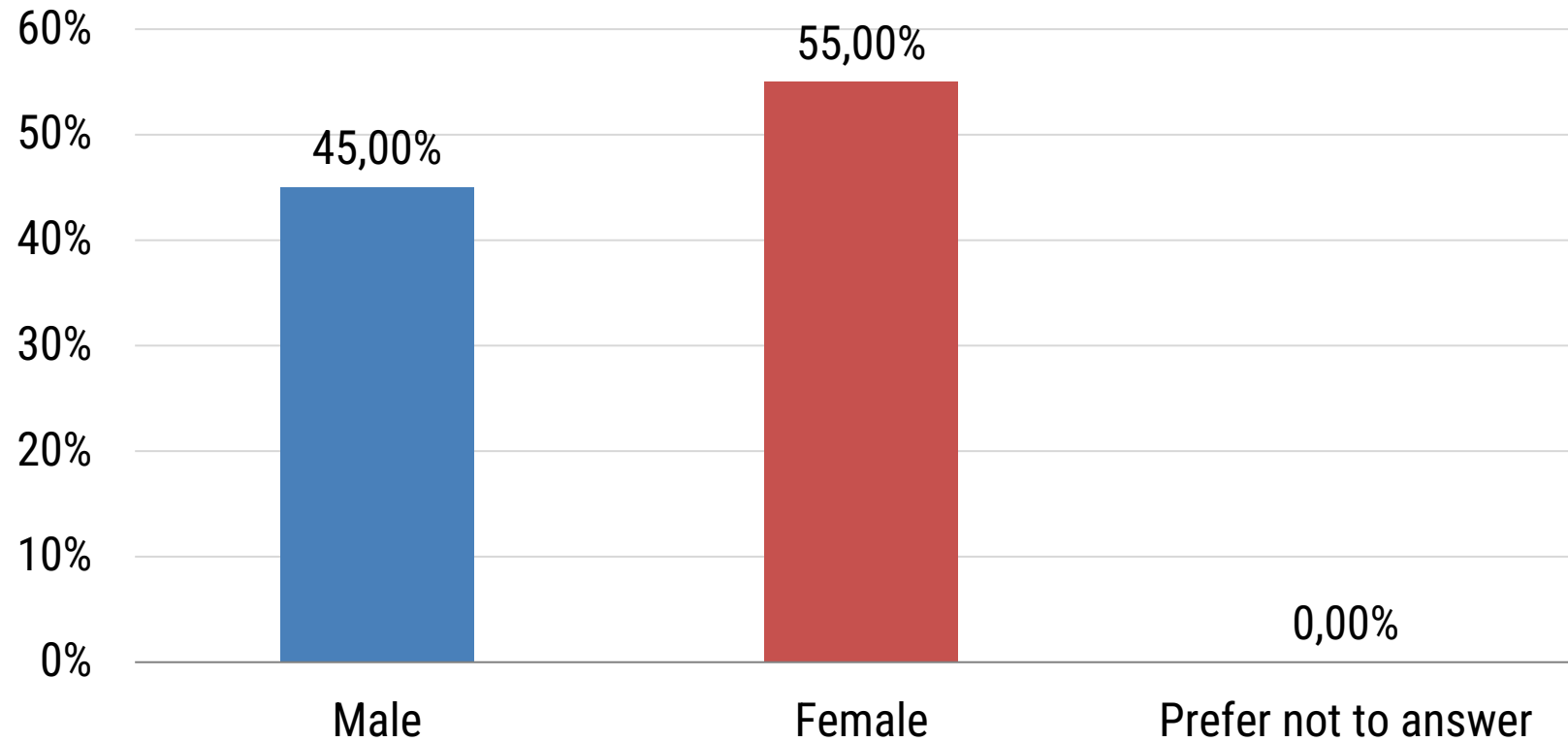


2023 ULI Poland Mentorship Programme *(fourth edition)*

FEEDBACK SURVEY

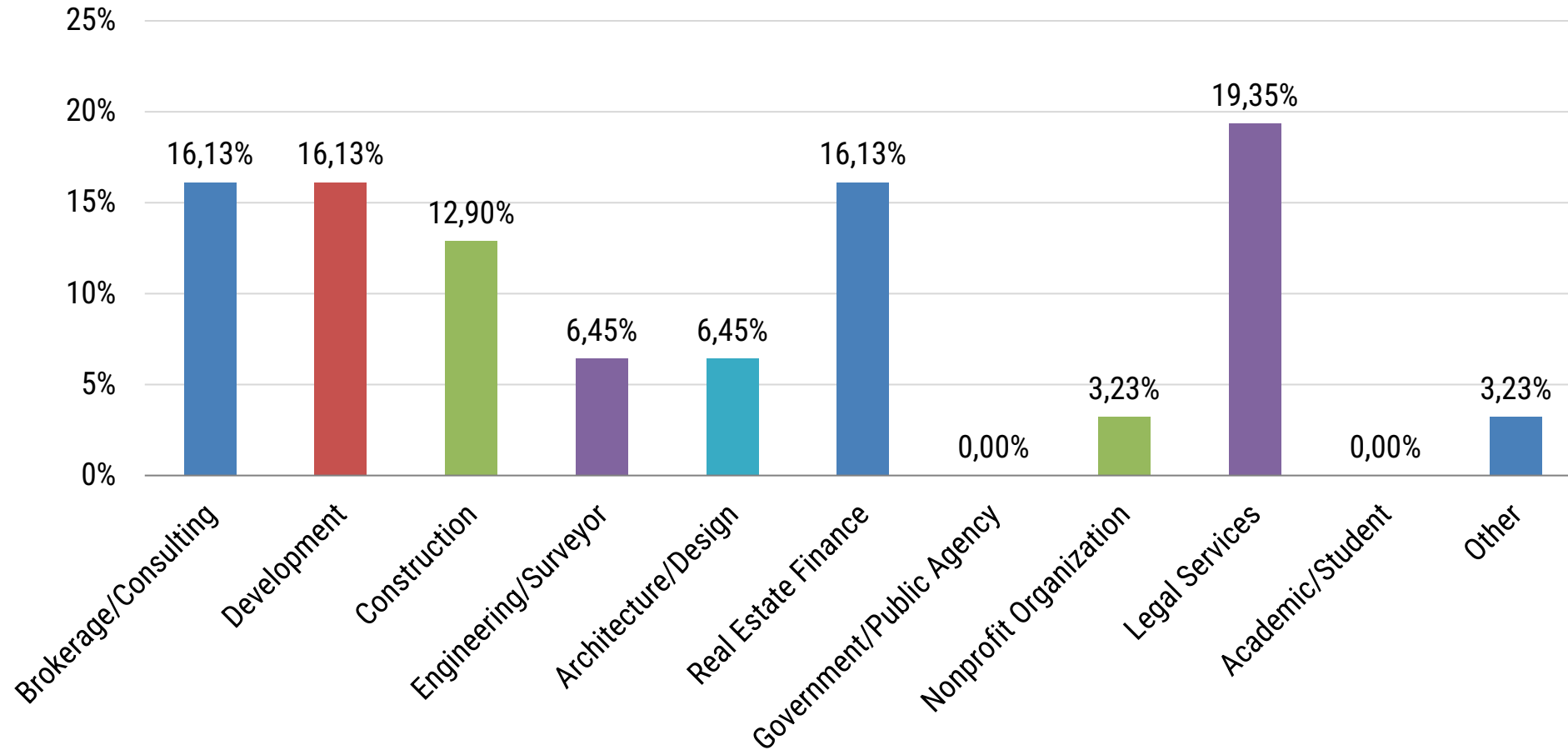
MENTOR/MENTEE

Mentees' gender



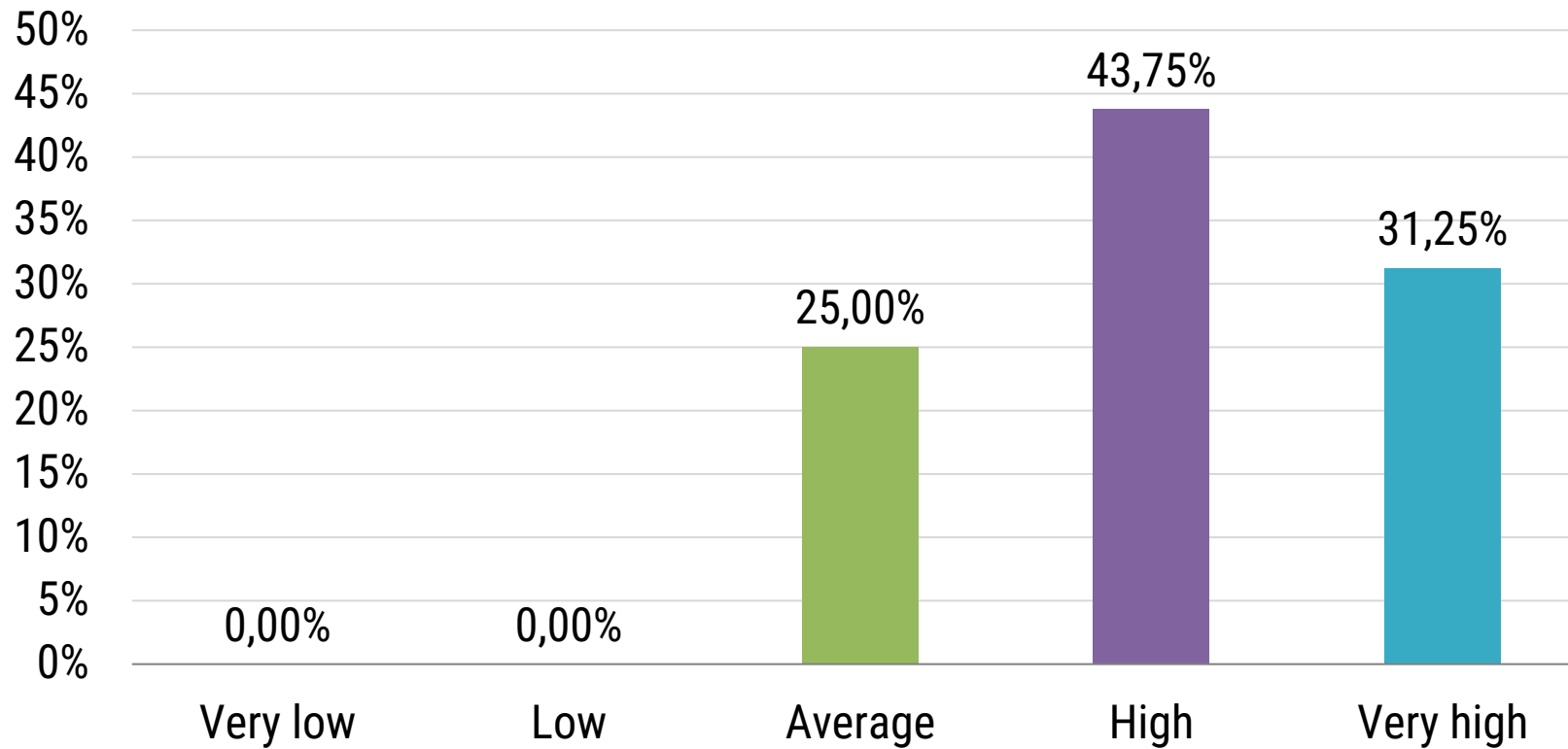
Mean : 1.550 | Confidence Interval @ 95% : [1.326 - 1.774] | Standard Deviation : 0.510 | Standard Error : 0.114

Mentees' current industry sector



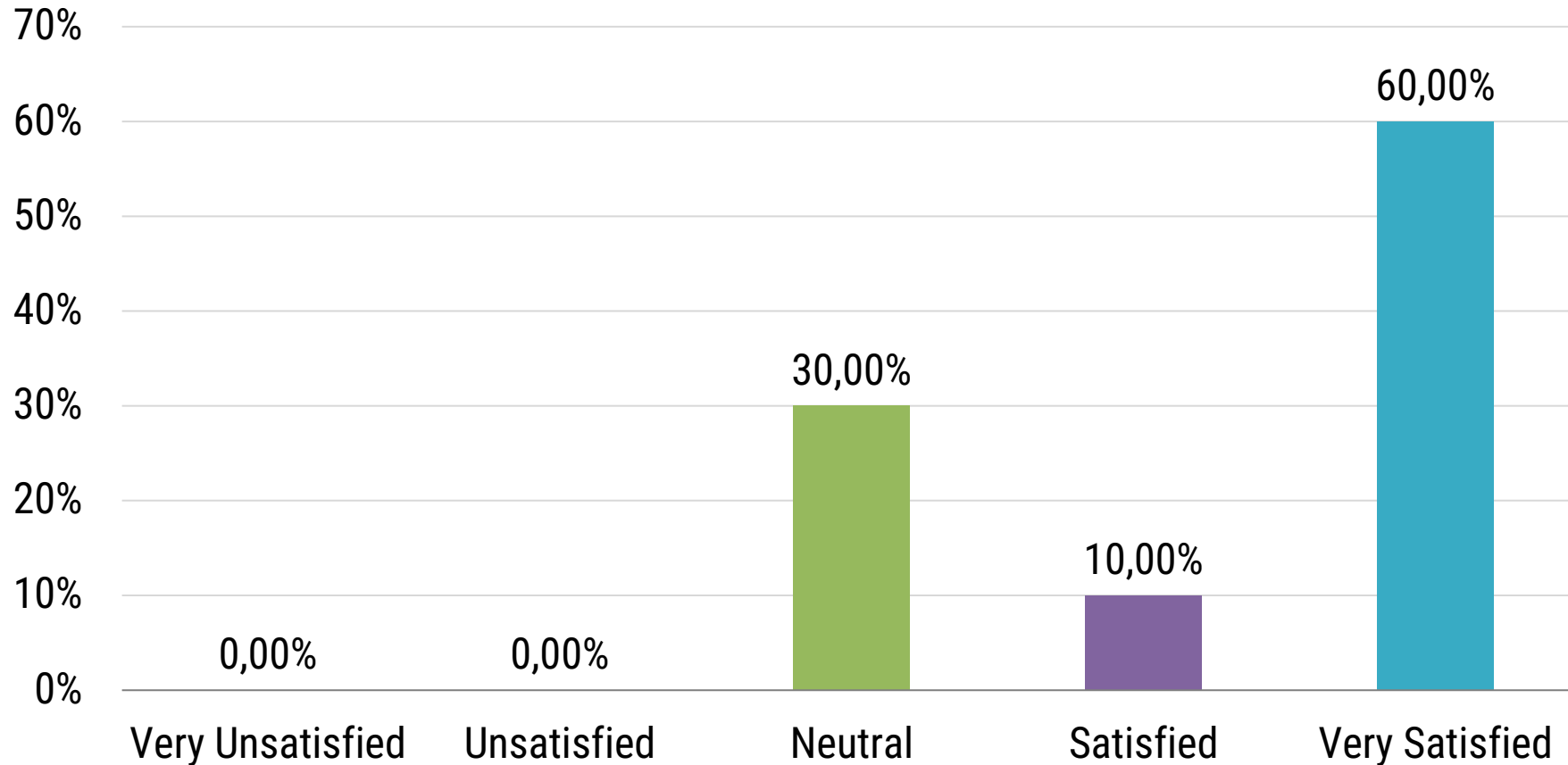
Mean : 4.862 | Confidence Interval @ 95% : [3.729 - 5.995] | Standard Deviation : 3.114 | Standard Error : 0.578

How would you rate your overall experience with the ULI Poland Mentorship Programme?



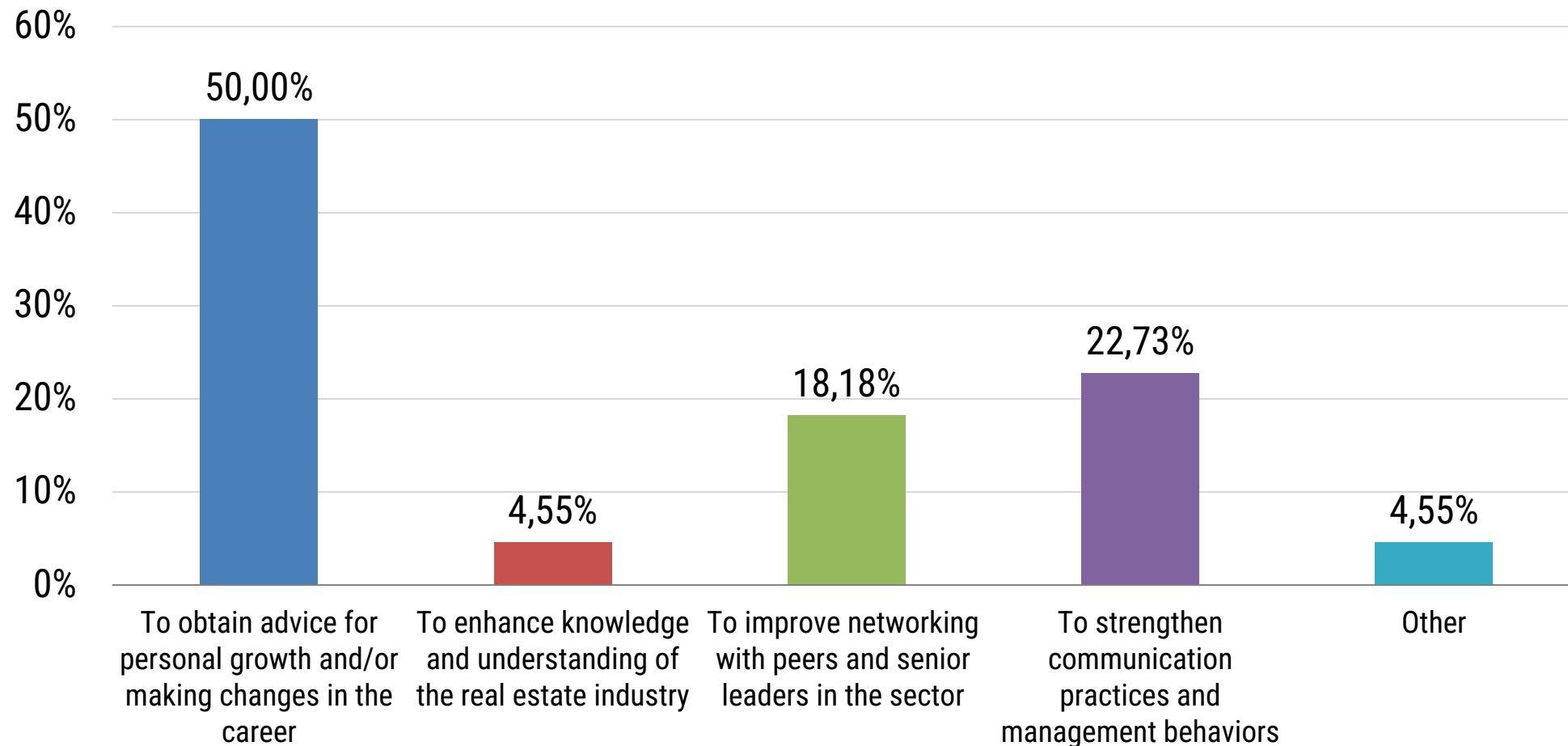
Mean : 4.062 | Confidence Interval @ 95% : [3.684 - 4.441] | Standard Deviation : 0.772 | Standard Error : 0.193

How would you rate the overall quality of the mentoring you have received?



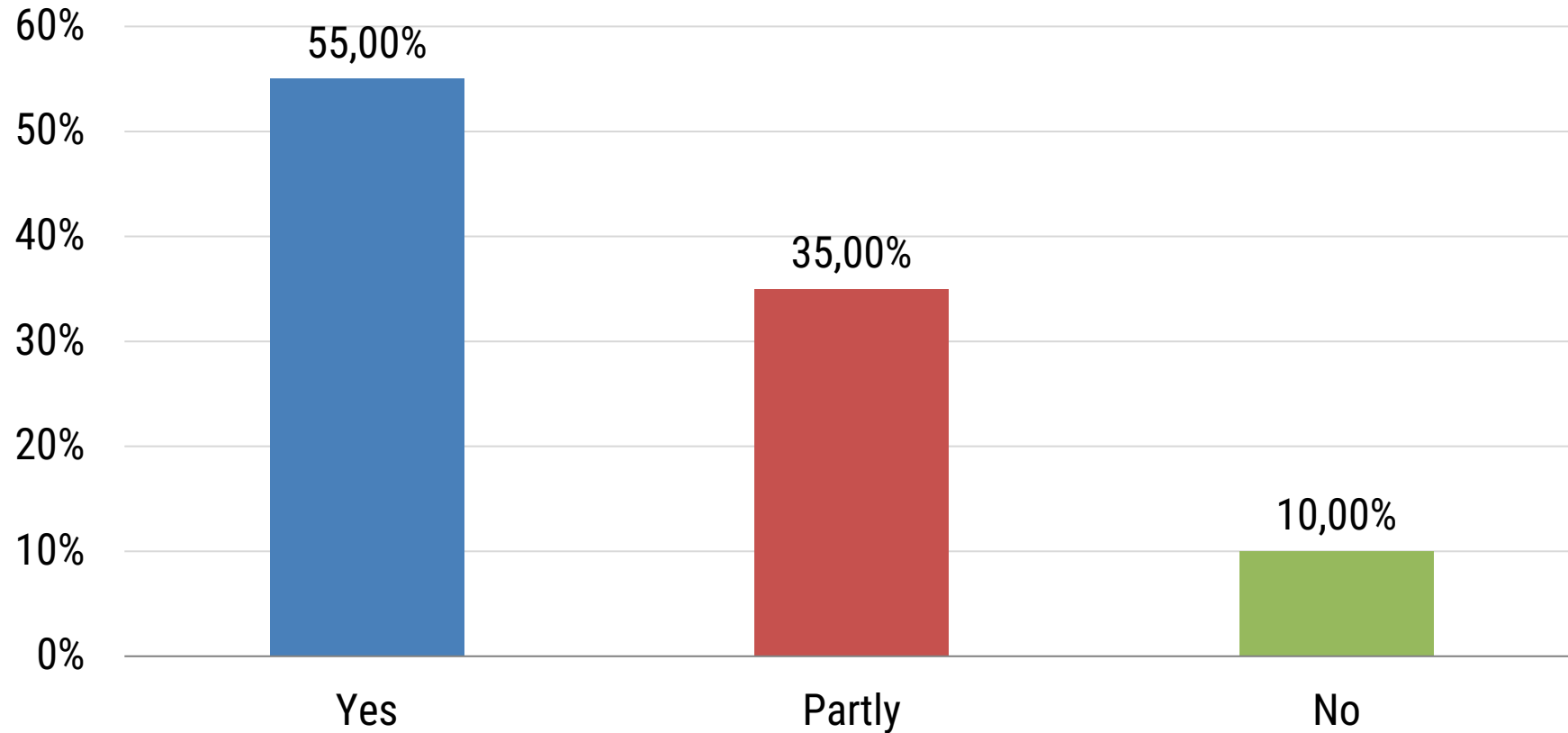
Mean : 4.300 | Confidence Interval @ 95% : [3.895 - 4.705] | Standard Deviation : 0.923 | Standard Error : 0.206

What was the main focus of the mentee during meetings?



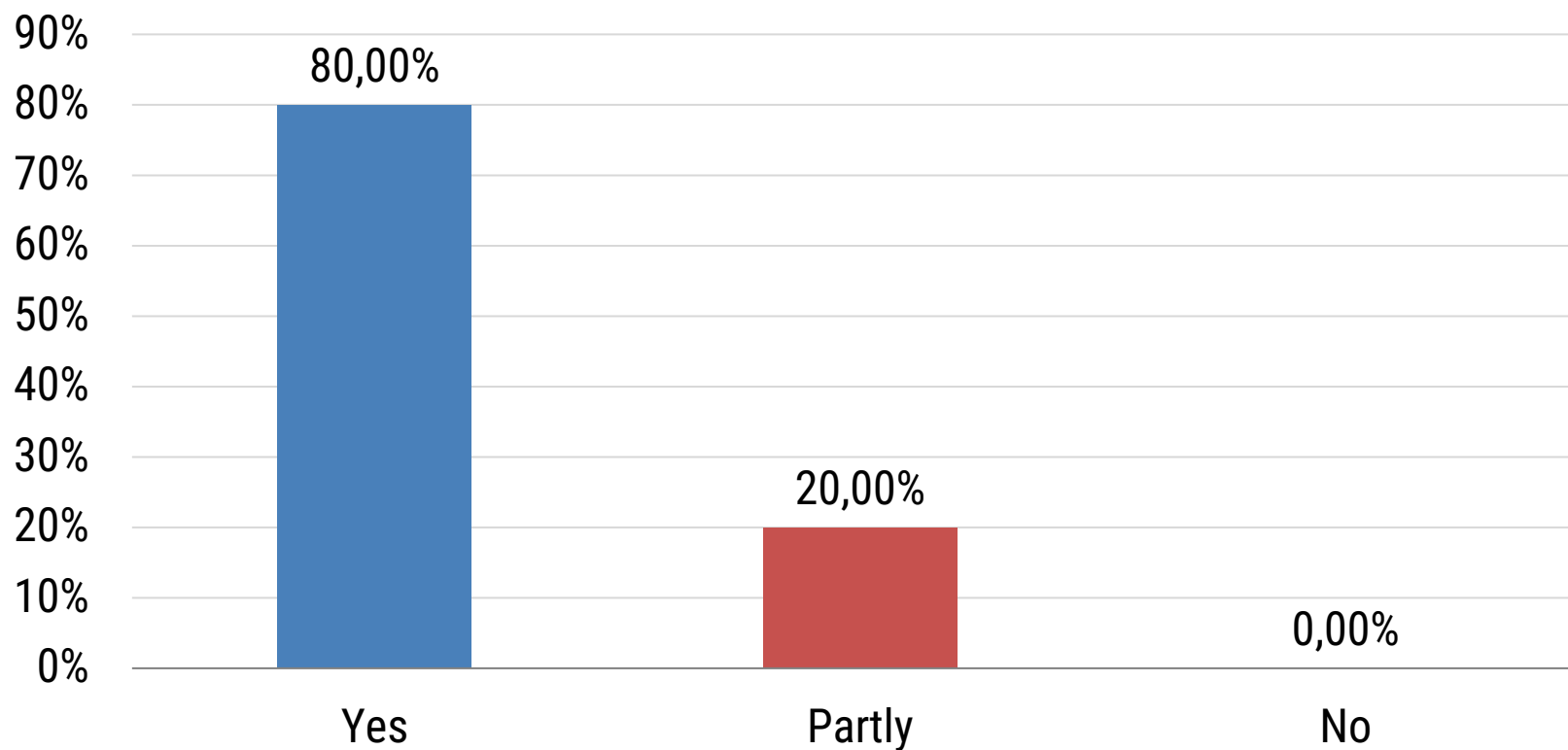
Mean : 2.273 | Confidence Interval @ 95% : [1.679 - 2.866] | Standard Deviation : 1.420 | Standard Error : 0.303

Did you achieve the outcomes that you hoped to achieve through mentoring programme?



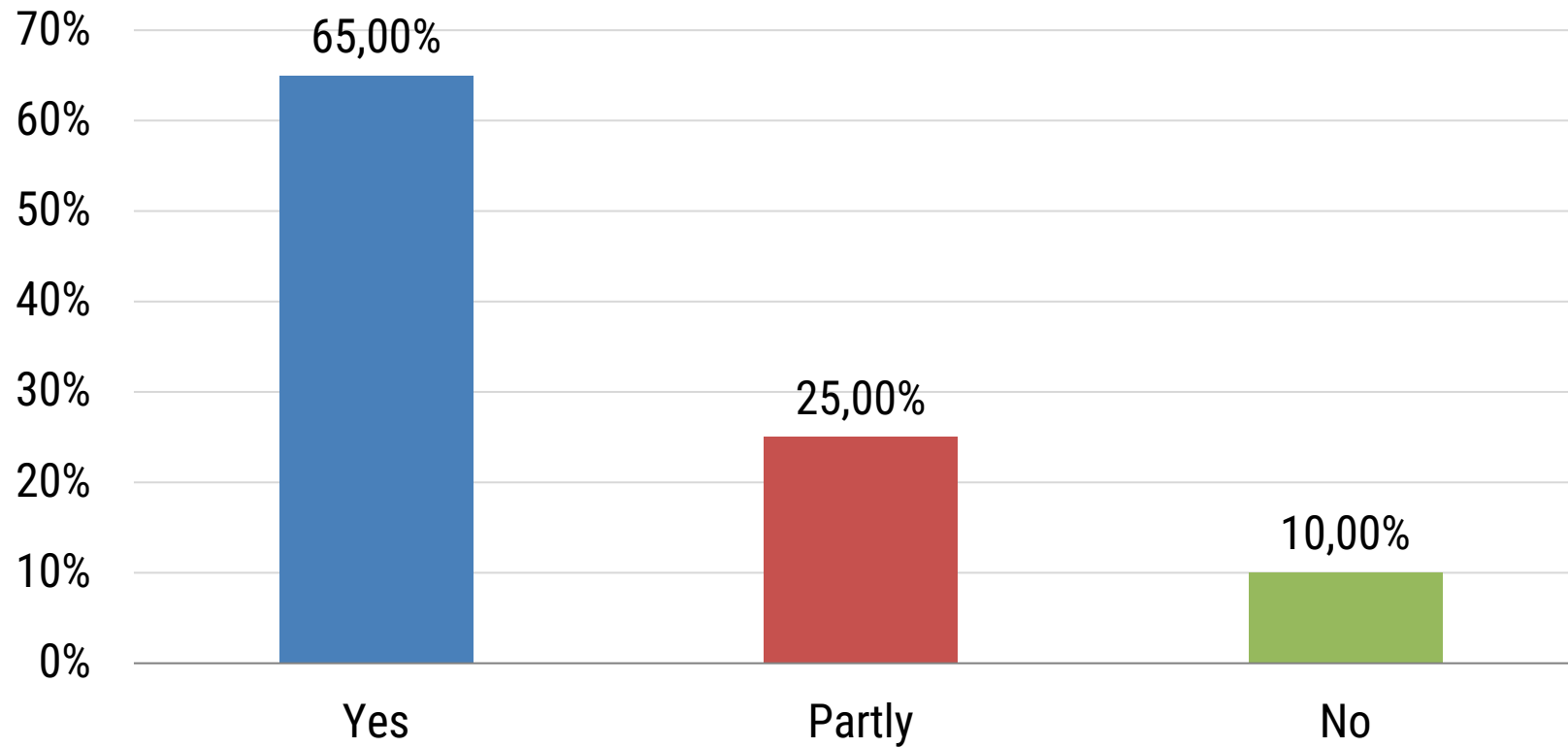
Mean : 1.550 | Confidence Interval @ 95% : [1.249 - 1.851] | Standard Deviation : 0.686 | Standard Error : 0.153

I believe the mentoring programme was valuable and I personally benefited from the experience



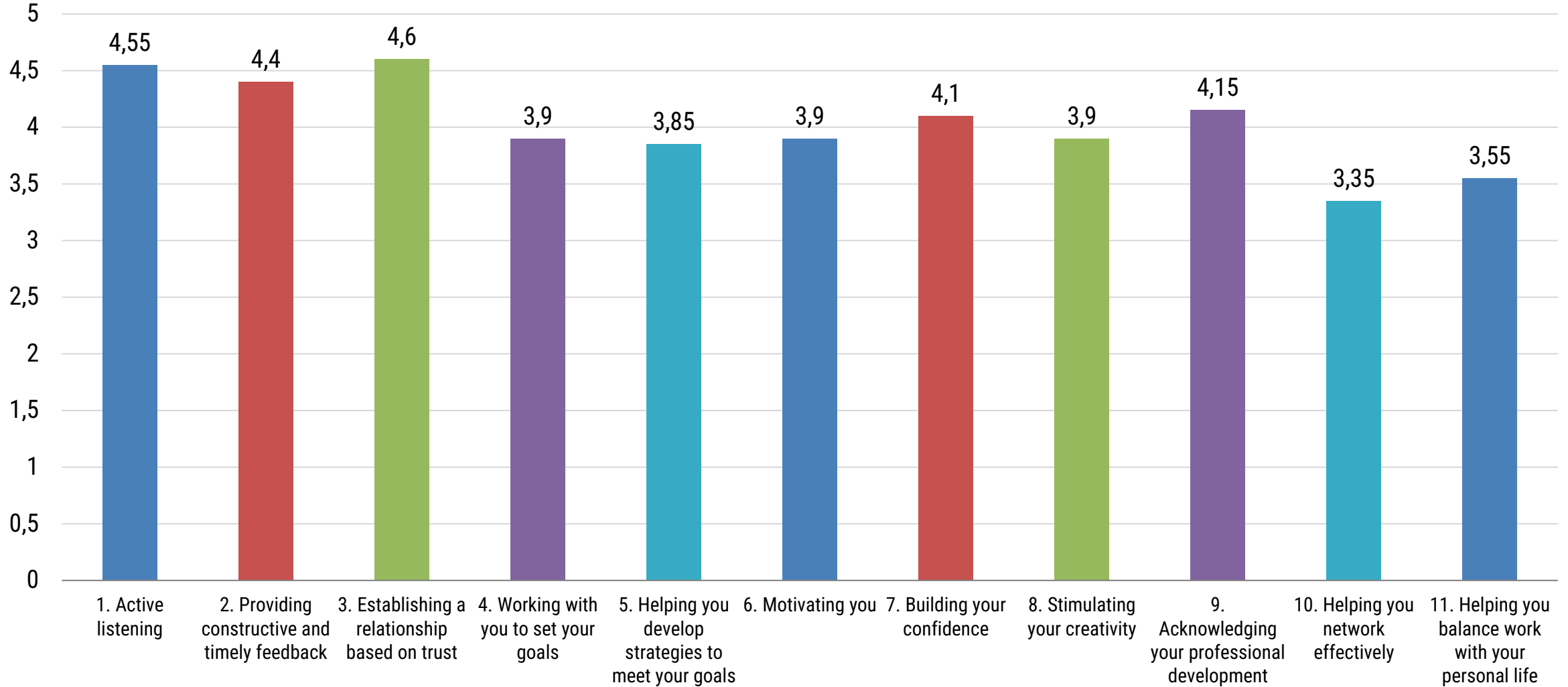
Mean : 1.200 | Confidence Interval @ 95% : [1.020 - 1.380] | Standard Deviation : 0.410 | Standard Error : 0.092

I have more confidence in my skills and abilities as a direct result of the mentoring programme.

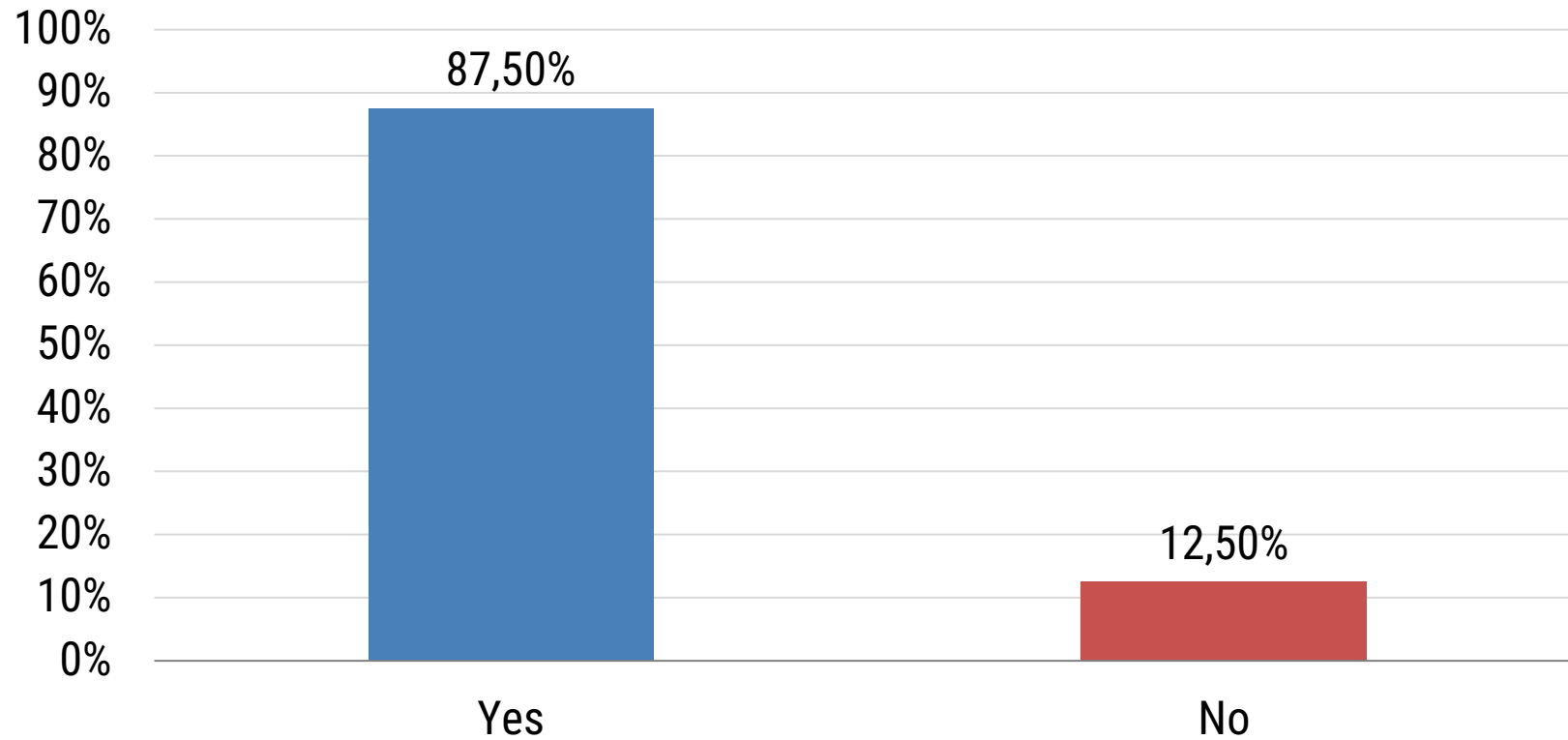


Mean : 1.450 | Confidence Interval @ 95% : [1.149 - 1.751] | Standard Deviation : 0.686 | Standard Error : 0.153

Please rate how skilled you feel your mentor is in each of the following areas:

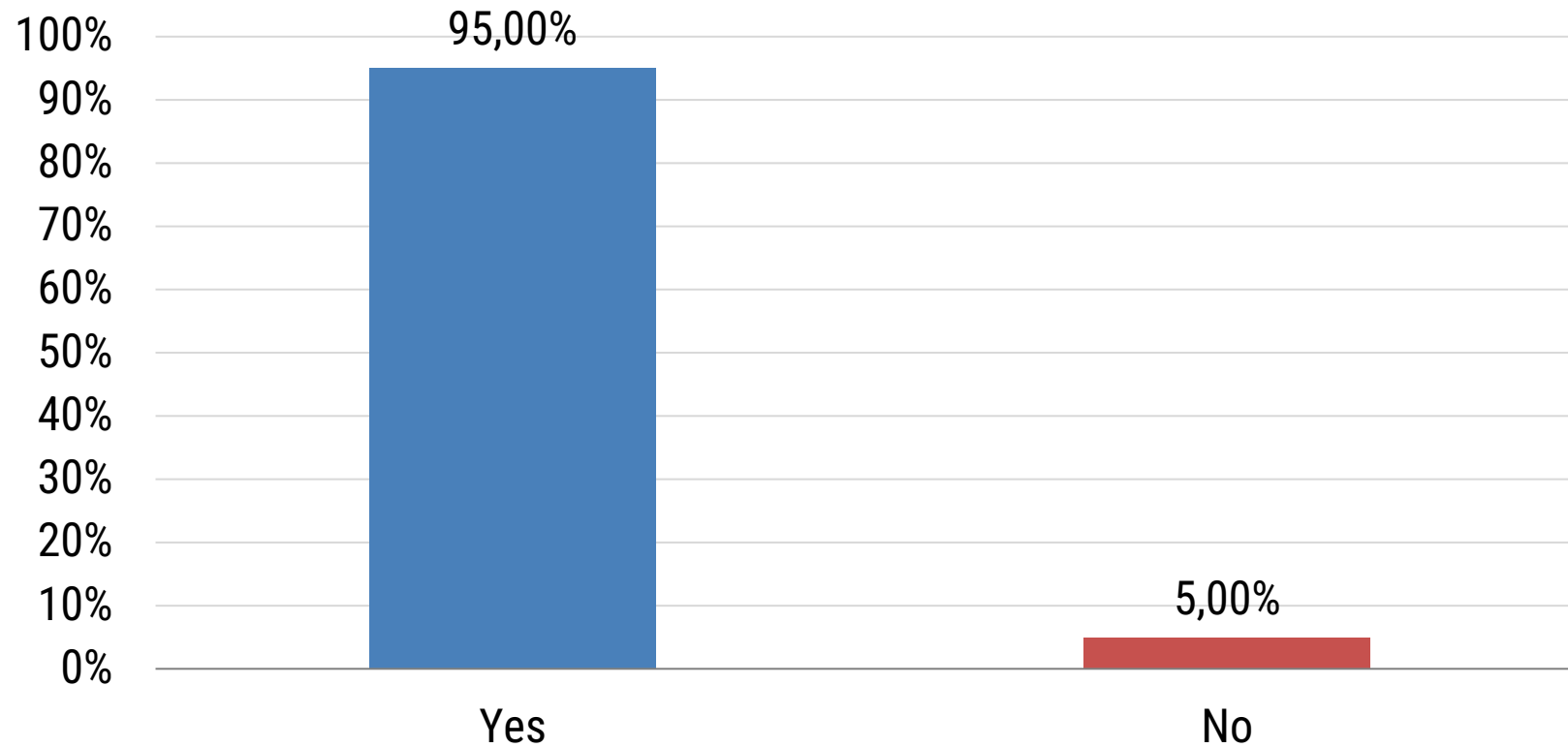


Are you interested in participating in the 2024 edition of the ULI Poland Mentorship programme?



Mean : 1.125 | Confidence Interval @ 95% : [0.958 - 1.292] | Standard Deviation : 0.342 | Standard Error : 0.085

Would you participate in this programme again or recommend it to a friend?



Mean : 1.050 | Confidence Interval @ 95% : [0.952 - 1.148] | Standard Deviation : 0.224 | Standard Error : 0.050

Responses

Unique opportunity for personal reflection and contact with younger professional.

It is always a great journey, each time different. I learn a lot from mentees, the same as they learn a lot from me. Each casus is different, and it is the most fascinating.

Get a different perspective on the industry, management trends and challenges that younger professionals face.

Some of the mentees are very very talented professionals and it is a pleasure engaging with them

The opportunity to learn the perspective of a young professional at the beginning of her career. The most valuable impression I got was the first sentence she said at one of our meetings, that what I said last time was valuable and that my mentee looked at the situation from the perspective I showed her the next time during a conversation with her superior.

Interaction with younger peers and understanding challenges experienced by young professionals in the labor market.

Inspiring, needed, very well organised

Flexibility

Young people willing to develop

Open and in-depth discussions with the mentee, addressing complex personal growth and development issues.

Possibility to share knowledge. Feeling of being useful

The opportunity to share my experience and knowledge with younger real estate professionals and the chance to learn new perspectives.

The possibility of transferring my knowledge, sharing my experience and at the same time being open to the views of young people

Working with Young Professionals

What did you like about the programme the most?

Response
The idea of having a mentor
Sharing professional experiences with mentor.
My mentor. He was one of the most professional and dedicated person I've ever met.
The kind personality of my mentor, along with his willingness to delve into my professional situation and explore possible ways to improve it.
Perfect match with the mentor
That this is very appreciated opportunity to meet with respected professionals from the real-estate related practice.
Contact with new people. Possibility to exchange with a Mentor and other Metnees. Kick-off meeting.
From the mentee's perspective, the opportunity to exchange experiences building the community. As it comes to work with mentor, the opportunity to meet their perspective, to speak the mind and face generational issues.
Individual approach
The best part was the open discussions about the industry and the opportunity to see different aspects from the mentor's perspective. I really appreciated the fact that the mentor was chosen from a different real estate field, which helped me to see more broadly than my own backyard
My mentor :)
Feeling of a complete trust and no bullshit attitude I received from my Mentor. The programme completely changed my mindset and helped me change the path I want to develop.
Ability to speak openly about obstacles and challenges, possibility to get insights from an impartial more experienced mentor, perspective on challenges from an impartial expert, validation and discussion of ideas and approaches to problems

What suggestions do you have to improve this programme?

Response
Some more practical preparation might be helpful in order to structure the meetings
Dynamics
Selection of candidates
I don't see any areas that need improvement
Self-awareness of the mentee about her goals and what to expect from the mentorship program. I had an impression (again) that mentees feel like the program is a nice thing to have in their CVs, but they are not fully committed to do any work
Not really
I do not see needs for improvement
I do not see clear improvement areas
No comments
Consistency of the meetings from Mentee side
It would be great to have a discussion/networking event for all mentors and mentees somewhere during the program

What suggestions do you have to improve this programme?

Response

Providing any questionnaire before starting the program re. matching.

My professional situation has changed during the program, so I switched one subject. Unfortunately (for me) it was too broad to be properly covered at one meeting. My advice is to start with the most extended subject at the beginning.

During our meetings, we have figured out ways to communicate effectively, and we have discovered numerous ways for me to improve in the future. I wouldn't change anything in this approach.

To me the experience was great, nothing to comment on. Maybe a meeting between all mentees in the middle of the program would be a nice addition.

Making mentoring 100% via online meetings makes no bigger sense. Exceptional meeting is ok, but not all of them. A bit of coaching by the mentor at the beginning. Or meeting with mentor and coach at the beginning in order to define better the scope and objectives.

No specific idea atm. It's a matter of the timing and we can not plan it ahead. (: It's all good. The two meetings I had with my mentor were satisfying and valuable.

More in person meetings

I am very pleased with the form that was in this edition.

I think that more meetings with all mentees and all mentors together would be very effective.

It is really difficult to improve this program because it depends on relationships, chemistry and commitment.

More group meetings with other Mentees, maybe some workshops like the one we had at the beginning of the programme

Clone Jola she is awesome

Any other comments, suggestions or appreciations to the Mentorship Programme

Response
Keep on going! It didnt help me much but I think it's great idea
To next mentees - be honest with yourself and your mentor. Always.
I wouldn't change anything, with commitment from both sides, it is possible to effectively explore areas for development and gain a lot of motivation.
Great experience.
(i) part of the programme should be more structured, (ii) part of the programme should be in wider groups, (iii) mentors should be more active than passive (whereby the assumption of the programme was that the initiative is on the side of mentee).
Joining the programme helped me evolve on my personal journey and develop certain approach that I could not explore straight from the office desk.
Fantastic experience. Missed the final summary or end meeting to wrap up all the major points, milestones, achievements and future steps.
If it were possible to divide the preliminary meeting with the coach into 10-minute slots for each individual in the postulation of the main goal. I got the impression that the participants were a little embarrassed to come forward in front of the whole group to discuss their problems that we wanted to solve during the mentoring.
Some guidance on potential topics to be explored would be helpful

Thank you to ULI Poland 2023 Corporate Partners whose support helped to make it happen!

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