



Mentorship Program Survey Questions

A template for surveying participants
in your mentoring program


About Together

Together empowers organizations to accelerate their employee development through our [Mentoring](#) and [Live Q&A](#) platform. With Live Q&A, 1-on-1 and group mentoring, we enable organizations to level up their employee growth.

Employees don't need to learn or download a new tool because our web-based platform integrates with existing email and calendar systems to make it as easy as possible to build meaningful mentoring relationships and grow.

Together's platform includes session agendas, templates, and resources that make it easy to get your mentoring program up and running quickly. Likewise, Together's team provides guidance every step of the way.

Some of our customers include



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All successful mentoring programs leverage feedback

At Together, we've seen a lot of mentoring programs launch and scale. What's something that they all have in common? Surveys. We've never seen a mentorship program drive impact that doesn't also solicit and act on feedback from participants.

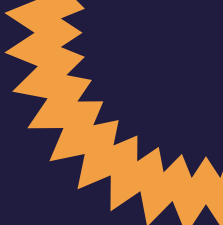
For that reason, we've curated a list of the best survey questions. These templated surveys come from the programs made on our mentoring platform and the expertise of the Together team.

What's included in this guide?

Below you'll find **five templated surveys** to leverage throughout your mentoring program. We've also included important tips for scenarios that come up when surveying mentors and mentees. We address **how to smoothly handle a mismatch**, **how to interpret survey results**, and finally, **how to report on successes to leadership**.

Let's dive in!





Surveying participants throughout your program is essential

A mentorship program survey is a questionnaire designed to measure different aspects of mentorship. Primarily, surveys reveal how participants feel about the program. Are they growing, being challenged, and building a thriving relationship? This understanding helps you build a better mentorship program.

If you're not convinced, below are the main reasons you should absolutely have a system for collecting feedback from mentors and mentees.

1 To gain insight into how to improve your program

Surveys reveal ways to improve your mentoring program. Mentors and mentees who have gone through the experience of matching and building a relationship hold a wealth of valuable feedback. But it's up to you to pull that feedback out of them, especially if it's constructive.

2 To evaluate your program

In addition to revealing what can be improved, surveys offer concrete evidence of impact. Ratings, satisfaction ratings, testimonials — they fit perfectly into reports to leadership evaluating if the budget they gave you to run the program was worth it.

3 To quickly resolve poor mentor matches

We'll touch on this in more detail below, but it can't be understated how important it is to fix a poor match as soon as possible. The first step is knowing that there's a pair that hasn't hit it off. And unless you have a personal relationship with every participant, match-satisfaction ratings are how you see if there's a pair that needs help. The next steps are to resolve it as quickly as possible and get mentors and mentees a new match that's a better fit.

One unresolved mismatch can lead to frustrated participants. And they will undoubtedly share their dissatisfaction with their peers. It's bad PR.

When should you survey participants?



Surveys should be sent out at 5 different stages of your mentoring program:

- **During registration** - This information helps build participant profiles which are then used during matching. In Together's mentoring platform, our algorithm suggests mentors and mentees based on similarities across different profile characteristics.
- **After matching** - Surveying participants after matching has two purposes. Firstly, it's to understand if the matching process worked. Secondly, you can compare these results with the post-program survey to determine if the mentoring experience helped them reach their goals.
- **After each session** - Together's platform prompts mentors and mentees after each session with a quick rating and feedback form, so program administrators know in real time if there's an issue. It helps them keep tabs on pairs at scale.
- **Mid-point of the program** - At this point, mentors and mentees can consider whether they're meeting their goals or if they need to change direction. It also tells you if there are glaring issues that need to be fixed or what's working well.
- **After the program concludes** - Learning more about their experience throughout the program is valuable information that can be used to improve the program and report to leadership on its success.

Now that we've covered the importance of using surveys throughout the program, below are 5 templated surveys for each stage of the program.

Survey questions to ask during the registration process

Would you like to be a mentor, mentee, or both in this program?

☐

Mentor

☐

Mentee

☐

Both

What office are you in?

What is your current role?

How many years have you spent in your professional career to date?

What other functions do you have experience in, either here or at other employers?

What other professional disciplines are you interested in learning more about or prefer your mentor to be from?

What goals do you hope to achieve through this program?

Which skills are you looking to grow and develop through this program?

If a mentor, Which goals or accomplishments have you achieved in the past, which you can mentor on?

Describe any experiences or learnings you hope to get from this mentoring program.

Describe any experiences or topics you can help with as part of this mentoring program.

Survey questions to ask after their first session

How do you rate your match out of 5?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

How did you find the matching process?

How did you feel about browsing available mentors?

Were you excited or disappointed about the quality of mentors available?

Were you excited or disappointed about the number of mentors available?

How did you feel about mentee/mentor profiles?

What would you do to improve the pairing process?

Has the pairing process made you more or less hopeful about the mentoring experience?

Feedback forms to complete after each session

How would you rate your session out of 5?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

How long was your session?

What did you discuss in your session together?

Do you have any feedback you want to share with program administrators?



Mid-point survey questions



How is your relationship with your mentor/mentee?

What do you enjoy about the program?

What about the program do you not enjoy?

Do you think that the time you're spending with your mentee/mentor is enough?

Do you feel comfortable talking to one another?

How much depth is there to your conversations?

☐ None at all ☐ Sometimes ☐ Often ☐ Every session

What would you like to see for the second half of the program?



Post-program survey

How would you rate your overall experience with the mentor program?

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

What professional development milestones have resulted from interactions with your mentor?

What did you like most about the mentor program?

What were some things you felt could be improved?

Did the mentor program run as you planned?

What are the most memorable things you learned from your mentor/mentee?

How would you describe your relationship with your mentor/mentee?

What activities or discussions did you have with your mentor or mentee?

Would you have preferred to meet more or less with your mentor/mentee?

Important tips for surveying mentors and mentees

After running these surveys, you'll find that they prompt some kind of action from you.

- Maybe you need to switch up a match. How can you do it as smoothly as possible?
- If you get feedback that's critical or is asking for a change, how do you get it done in a timely manner?
- When you do have your results, how can you use them to prove the business case for mentorship to your leaders?

These are valid questions. Let's unpack them.

1 How to smoothly handle a mismatch between a mentor and mentee

You, as the admin, play an important role in helping mentors and mentees build strong relationships. If there's a mismatch between pairs, you must quickly accommodate a switch. A worst-case scenario is an employee suffering through an incompatible match without speaking up.

If a participant shares that they don't want to end their pairing follow this process:

- **Get to the bottom of why.** Start by understanding the reason behind the dissatisfaction. If it's a mentee, perhaps they had a specific mentor in mind and were frustrated they weren't paired together.
- **See if you can mend the relationship.** More often than not, relationships may need more time to develop. Supply pairs with resources like [discussion topics](#) or [activities](#) to try.
- **If a switch is necessary, personally find a better fit.** With no luck mending the relationship, quickly find both mentors and mentees a better fit. Use Together's algorithm to assist your search. Additionally, touch base with the pair individually and ensure they're still enthusiastic about participating.

Program managers can use mentor-matching software to ensure that every pair is relevant and meaningful. Pairing algorithms like what we have at Together take into account employees' tenure, skills, goals, and preferences to match them with a hyper-relevant mentor. You can learn more about how to make career-changing pairings in our [guide](#).

2 How to interpret survey results

There is one very important requirement for all mentoring programs—the ability to measure its success. If you can't prove the program is succeeding, there's a risk that the program may be shut down by management or that participants will lose interest. Establishing your metrics for success is essential.

Along with survey results, you should track the following metrics:

- **Signups**
- **Mentee and mentor goals**
- **Anecdotal feedback from talking with participants informally**
- **Session feedback**
- **Business outcomes**

With Together's platform, [we track all these metrics automatically](#) and generate reports you can export easily.

After you have your numbers, you can show your leaders your impact.

3 How to report on results to leadership

Proving the impact of a mentorship program isn't the most straightforward ROI report. But it's possible. We have two separate resources that cover different angles on this topic:

- [How to build the business case for your mentoring program](#)
- [Measuring return on investment of mentoring](#)

These resources unpack exactly how to turn the data on your mentorship program into concrete proof that it's driving impact across your organization. Download both if you need to report on your program to leadership.



Further reading on building an impactful mentoring program

We hope these templates help you gain insight into your mentoring program and capture its impact. If you're planning your mentorship program, there are some other resources we want to share with you.

It takes work to build a world-class mentoring program, and we want to help you do it. Check out these guides and articles below to keep learning.

Looking for more great reading?



[Best practices for running a mentorship program](#)



[10 challenges of mentoring programs and how to solve them](#)



[Mentoring checklist: Tips for making the most of each session](#)



[5 mentoring models \[and which is best\]](#)



[Creating a mentoring plan: \[templated agreement\]](#)



[Mentoring tools: 7 resources to build a thriving mentorship program](#)



[Mentoring topics: Agendas that encourage meaningful discussion](#)



[How to measure, track and evaluate your mentoring program \[with examples\]](#)



[Mentoring activities: 17 examples to try in your next meeting](#)