Positive Feedback

* “My mentor is now one of the strongest people I know. She has really shifted my mentality.”
* Mentors have reached out on linkedin and provided job applications
* The programme pushed mentees out of their comfort zone
* Many said they can feel the growth they’ve experienced when they compare themselves from the start of the programme to now
* Many mentors sent additional links for every week
* They appreciated local coordinators reaching out when they were late because it kept them on track with the program

Challenges Faced

* Very difficult for some to open to a complete stranger
* Some mentors were late on their letters which made mentees lose motivation a little bit
* Many mentees did not know how to draft their first letter
  + Difficulty with opening up
  + Uncertainty with what to write
  + Language barrier - want things to be taken the right way
* Mentees having to write letters first due to lack of response from mentors
* Unable to attend the weekly webinar caused lots of challenges
* Two months was too short and many mentees felt that they could have used more topics

Possible solutions (Proposed by mentees)

* Give a **structured example of week 1 letter**, sharing the key components that mentees should include → We weren’t able to have a full webinar with slides for week 1
* Have the cohort **meet as a group** during the first week
  + **To connect to the other mentees:** Many said that they knew no one in their cohort and would have appreciated having another mentee’s contact so they could reach out with any quick questions throughout the program.
  + **To draft their first letters:** Many mentees mentioned that it would be helpful to get to meet when they are drafting their first letters to have a local coordinator read it over and let them know that they are on the right track.
* To ensure the mentees are comfortable with their mentors and are willing to open up, it may be helpful to host a brief **“meet & greet”** session at the start of the program as well in order to put a face to the name and personalize the experience from the start.
* Provide **different times for the weekly webinar** for each different cohort - to ensure more mentees are able to attend
  + They expressed that the weeks they attended the webinar, the letters were easy to write but the weeks they were not able to attend, they found the letters to be very difficult to write.