

Evaluation of Learning Exchange Mentee

MENTOR	Name	
	Position	
	Organization	
MENTEE	Name	
	Position	
	Organization	

Purpose: Learning exchanges are an important tool of PIMPAC to deliver technical and organizational assistance utilizing the concept of “learning by doing” rather than traditional training. These learning exchanges by their very nature are decentralized, based on a relationship that develops between the “mentee” and the “mentor.” We would like to maintain the decentralized and individualized nature of the Learning Exchange program, but at the same time, learn lessons from exchanges completed to date.

This evaluation format is designed to promote a thoughtful conversation among the Mentor, the organization or program receiving assistance, and PIMPAC personnel involved in partnership development and organizational effectiveness. The objective is to gain information that will help us do a better job in the future of:

- **recruiting** the best possible Mentors, and **matching** needs of PIMPAC Members and their organizations appropriately with skilled Mentors
- **assisting in preparation for Learning Exchanges**, by providing information and supporting contact between Mentors and Mentees; making sure that objectives are clear and consistent with the time, resources, and skills available
- **recognizing** potential difficulties and working to mitigate them
- **supporting** mentor and mentee with adequate technical and logistical back-up if needed
- **assuring adequate follow-up**
- **assessing** the impact of the learning exchange from both the Mentee’s and Mentor’s perspectives

QUESTIONNAIRE	
Please respond to any of the following that apply	
I. Selection	
Was it a good match? Were your personalities compatible?	
Was the expertise of the Mentor relevant to fulfill your needs?	
Thinking back on any conversations you might have had in planning for the Learning Exchange, are there issues of substance or style of the Mentor that you would have liked to discuss more fully before making a commitment?	

II. Preparation	
Did you have enough information to prepare adequately for the visit?	
Was the Mentor able to understand your cultural context so that the assistance provided was relevant?	
Are there any instances of things the Mentor should have been told before beginning?	
Are there ways in which we might better prepare a future Mentor? How can PIMPAC do a better job of helping you and other PIMPAC Members prepare to take full advantage of short-term assistance of this type?	
III. Outcomes	
Were the original objectives achieved? / Did the objectives turn out to be reasonable and do-able?	
Additional objectives or changes in the objectives that came up during the Learning Exchange?	
What is your overall level of satisfaction with the experience? Was the work helpful to you?	
IV. Follow-up	
What actions still need to be taken by you, the mentor and/or PIMPAC?	
V. Unforeseen Outcomes	
Please take a moment to let us know of any new contacts, alliances, or interests that you developed through this Learning Exchange that you would not have predicted.	
VI. Suggestions and recommendations	
What can any of the parties do to make these learning exchanges more effective and rewarding to everyone involved?	

<p>Bearing in mind the outcomes achieved, were they worth the investment of your time? Would there be a more efficient way to achieve similar outcomes?</p>	
<p>VII. Will you give us a testimonial?</p>	
<p>Potential future PIMPAC Members will always be interested in learning how a Mentor can help their program. Any remarks concerning how your mentor helped you develop new skills or ideas or insights would be very helpful. Thanks!</p>	