

Evaluation of Learning Exchange Mentee

MENTOR	Name	Thomas Gorong
	Position	Community Project Manager
	Organization	Nimpal Channel Marine Conservation Area
MENTEE	Name	Mallun Talley
	Position	Community rep., Malem Municipal Government
	Organization	Kosrae Conservation & Security Organization (KCSO)

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?	Yes
Was the expertise of the Mentor relevant to fulfill your needs?	Very relevant
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?	Okay.

II. Preparation	
Did you have enough information to prepare adequately for the visit?	KCSO provided adequate info to see the overall view of the learning exchange
Was the Mentor able to understand your cultural context so that the assistance provided was relevant?	Yes. Very culturally appropriate and within context.
Are there any instances of things the Mentor should have been told before beginning?	Yes. Info on our community could have been shared in advance with Mentor.
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?	KCSO could have provided info on the site and allow time line ahead of actual learning exchange between mentor and mentee to communicate with each other.
III. Outcomes	
Were the original objectives achieved? / Did the objectives turn out to be reasonable and do-able?	Yes. I'm fully motivated to move forward.
Additional objectives or changes in the objectives that came up during the Learning Exchange?	It would be beneficial for me to visit the Mentor at his community site.
What is your overall level of satisfaction with the experience? Was the work helpful to you?	Very much. Became aware of state laws and regulations, marine space owned by State. Agency to community. First learning exchange for this community, from agency perspective the excitement is there and the work ahead road paved.
IV. Follow-up	
What actions still need to be taken by you, the mentor and/or PIMPAC?	PIMPAC to fund 2nd leg of learning exchange for Mentee to visit Mentor site
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.	None
VI. Suggestions and recommendations	
What can any of the parties do to make these learning exchanges more effective and rewarding to everyone involved?	Share info on Mentee community site with Mentor before learning exchange.

<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>Even more efficient and effective for Mentee to visit Mentor.</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>	<p>I've never Thomas before. But today, I learned the differences in our culture and how he approaches the work in his community. I realize that I need to involve myself with my community. In Yap the traditional leaders still being effective, Kosrae community not so involved... I see need for myself to get involved with my community.</p>