

itsaustralia 
Mentorship 2025**ITS Australia Mentorship 2025****Close Report**

November 2025

EXECUTIVE SUMMARY

This Program Close Report highlights key achievements and outcomes relative to the program goals and Art of Mentoring benchmarks. The ITS Australia Mentorship 2025 has demonstrated strong success, with survey data and participant feedback indicating positive progress toward the established objectives.

Key findings include:

- 100% of responding mentees and mentors would recommend this program to others.
- 100% of responding mentees note achieving some or all their program goals.
- 100% of responding mentees and 83% of responding mentors reported that this mentoring experience had a positive impact on their opinion of ITS Australia. The remainder indicated it had no impact.
- The Program Close survey saw sound participation, supported by three platform reminders, as well as an SMS reminder. Out of all the matched pairs, just one pair did not submit a response.

The data and insights below show excellent results aligned with the program's goals. Sentiment from both mentees and mentors was overwhelmingly positive, and the small amount of constructive feedback offers useful guidance for future improvements. A detailed overview of the survey data is attached, providing deeper qualitative insights into the participant experience.

Overall, the feedback confirms that the program delivers strong value for both mentees and mentors, with solid support for its continuation and thoughtful suggestions to enhance future cohorts.

NEXT STEPS

We look forward to discussing this report with you and preparing for the next program in response to this evaluation.

REPORT PREPARED ON 28 NOVEMBER 2025 BY

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KEY PROGRAM DATA

Program duration:	9 months (35 weeks from match to program close)
Applications open date:	13 August 2024
Applications closed date:	28 February 2025
No. of completed applications:	Mentee: 9 Mentor: 11
Matches published date:	12 March 2025 Once the bulk of matches were published on this date, we actioned a cancellation, rematch and the addition of a late pair
No. pairs initially matched:	8 pairs
No. pairs currently matched:	8 100% retention of initial pairs matched
Close event date:	13 November 2025
Close event attendance:	6
Close survey trigger date:	31 October 2025
Close survey response rate:	Mentee: 3 responses of 8 (38% of currently matched participants) Mentor: 6 responses of 8 (75% of currently matched participants)

PROGRAM RESULTS AGAINST BENCHMARKS

SUCCESS CRITERIA	MENNEES	MENTORS	AOM BENCHMARK
Satisfaction with mentoring relationship	Highly satisfied or satisfied	Highly satisfied or satisfied	Highly satisfied or satisfied
	100%	100%	85%
Progression of Mentee goals	Some or all goals	Some or all goals	Some or all goals
	100%	n/a	85%
Net Promoter – would recommend to others	Yes	Yes	Yes
	100%	100%	90%

Detailed program close survey data is provided following in this report.



PROGRAM EVALUATION AGAINST PROGRAM GOALS

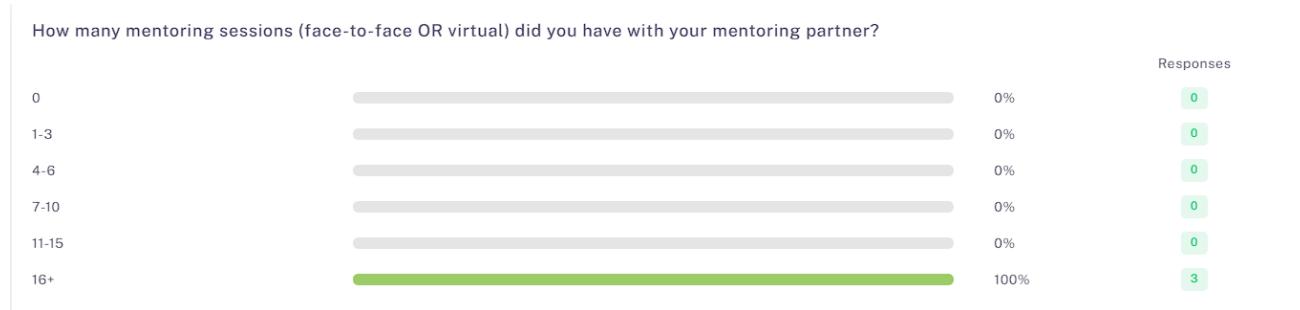
At the start of the program success measurements were defined as:

GOAL	PROGRESS	COMMENTS
Program Outcomes		
13 pairs matched	8 Pairs initially matched.	A significant number of applicants left Origin following the operating model review. This resulted in a slightly lower number of matched pairs at the commencement of the program.
Retention of matched pairs > 85%	100% current retention rate 8 pairs currently matched	Exceeds program goals and AoM Benchmarks.
Participants meet at suggested intervals defined for program > 80%	Mentee – 100% Mentor – 83%	Exceeds program goals and AoM Benchmarks.
Satisfaction with resources and processes > 80%	Mentee – 67% 33% Neutral Mentor – 96% are either very satisfied or satisfied with the training & resource materials	Meets program goals.
Mentoring Relationship Outcomes		
Satisfaction with match > 85%	Mentee – 100% Mentor – 100% report satisfaction with their mentoring relationship	Exceeds program specific goals for mentors
Satisfaction with program experience > 85%	Mentee – 100% Mentor – 100% report satisfaction with their mentoring program experience	Exceeds program goals and AoM Benchmarks
Net promoter – would recommend to others > 90%	Mentee – 100% Mentor – 100% would likely or highly likely recommend the program to others.	Exceeds AOM benchmarks and program specific goals.
Mentee And Mentor Outcomes		
Advancement of mentee's intended or unintended goals > 85%	100% of mentee survey respondents note meeting some or all their program goals along with unintended goals	Exceeds program specific goal.

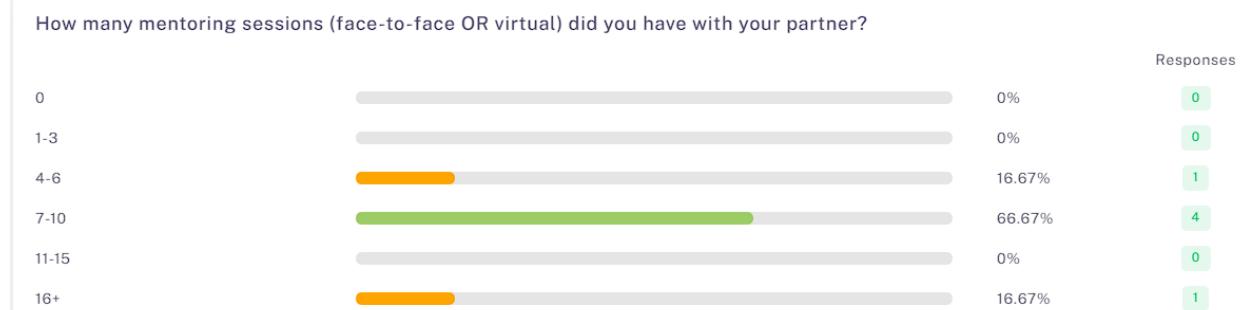
KEY DATA FROM SURVEY RESPONSES

MENTORING SESSIONS

Mentee Responses



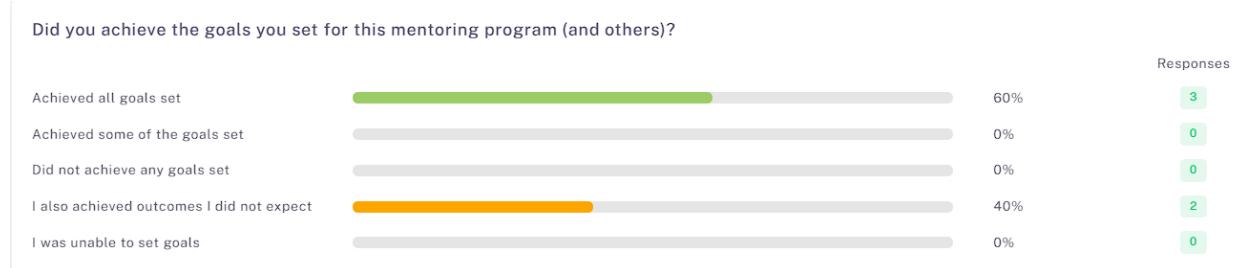
Mentor Responses



In a program of this length (8 months between Launch and Close), we would expect participants to have met at least 7-10 times. 100% of mentee and 83% of mentor survey respondents indicated they had met close to, or more than this benchmark. This indicates that most pairs engaged at a level consistent with—or exceeding—the program's expectations.

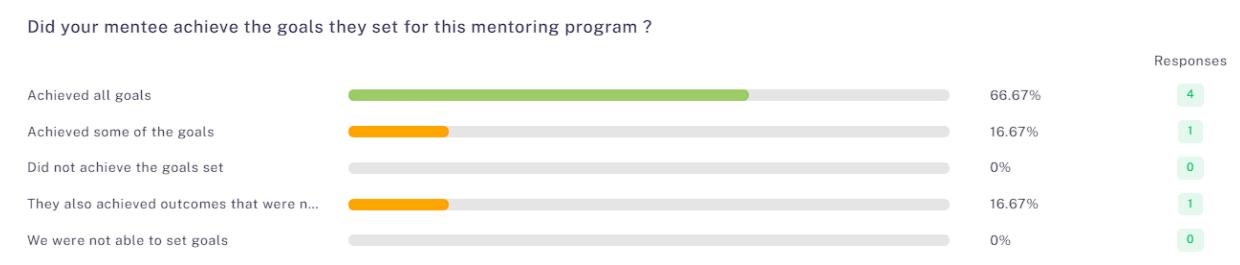
ACHIEVEMENT OF MENTEES' GOALS

Mentee Responses



100% of respondent mentees note achieving some or all of their goals. This is a very strong sign of program success. Beyond the core objectives, 40% of mentees achieved unanticipated, positive outcomes.

Mentor Responses

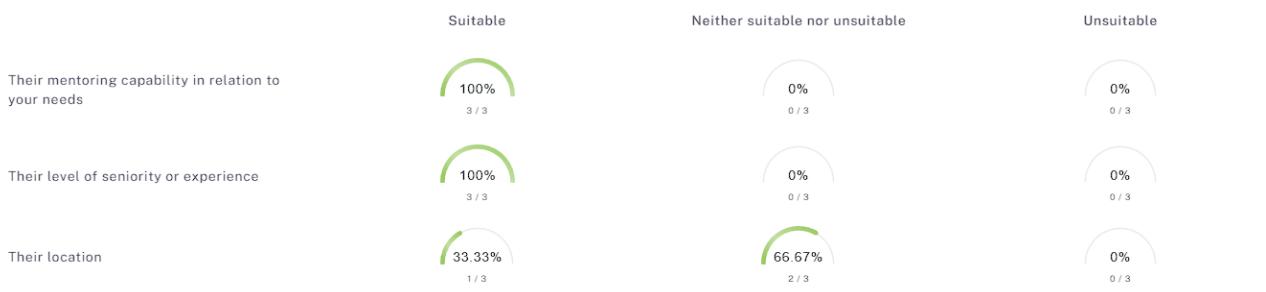


100% of mentees achieved some or all of their defined goals and crucially, no respondents reported that their mentee failed to achieve any goals. While 17% said their mentee also achieved unanticipated, positive outcomes.

PARTNER SUITABILITY AND SATISFACTION

Mentee Responses

How suitable was your mentor for you as a mentee in terms of them being able to contribute to you during the program? Please rate their suitability for you across these aspects::



The program achieved exceptional mentor-mentee alignment, with 100% of mentees finding their mentor's experience level suitable and their capability as suitable while 33% finds the location of their mentoring partner suitable.

Please rate your satisfaction with the way your mentor:



Mentee satisfaction is virtually universal, with 100% of participants reporting that they were satisfied or very satisfied with their overall mentoring relationship. This exceptional result is driven by mentor performance: all mentee survey respondents felt that their mentor listened and responded to their needs, was effective, maintained confidentiality and was able to mentor them effectively on the topics identified.

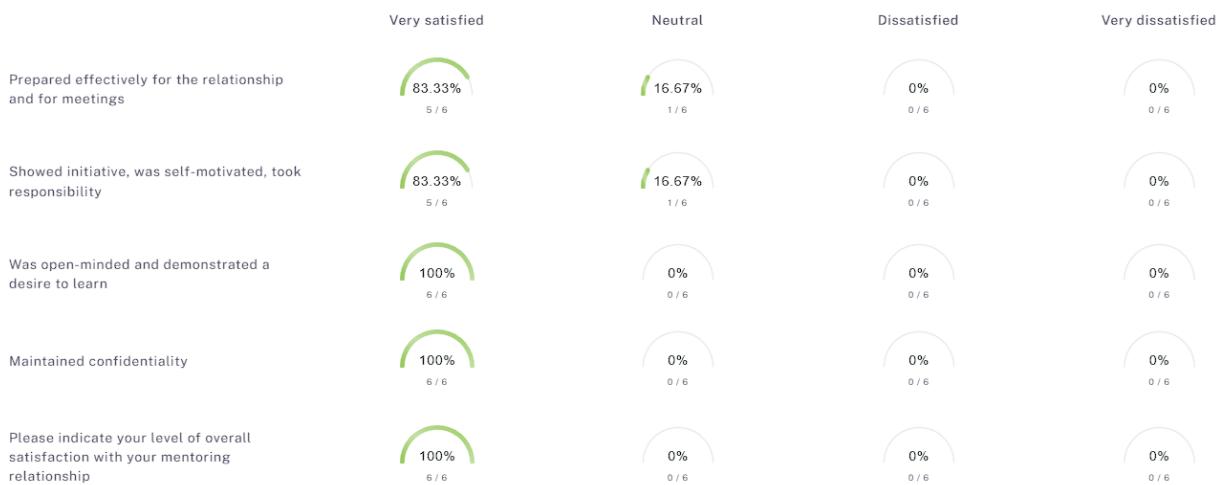
Mentor Responses

How suitable was your mentee for you as a mentor in terms of your being able to contribute to them during the program? Please rate their suitability for you across these aspects:



The majority of mentor respondents indicated that their mentees were a good fit across all three matching criteria—mentoring needs, seniority/experience, and location. Notably, seniority and experience received the strongest endorsement, with 100% of mentors rating their mentee as suitable in this area.

Please rate your satisfaction with the way your mentee:

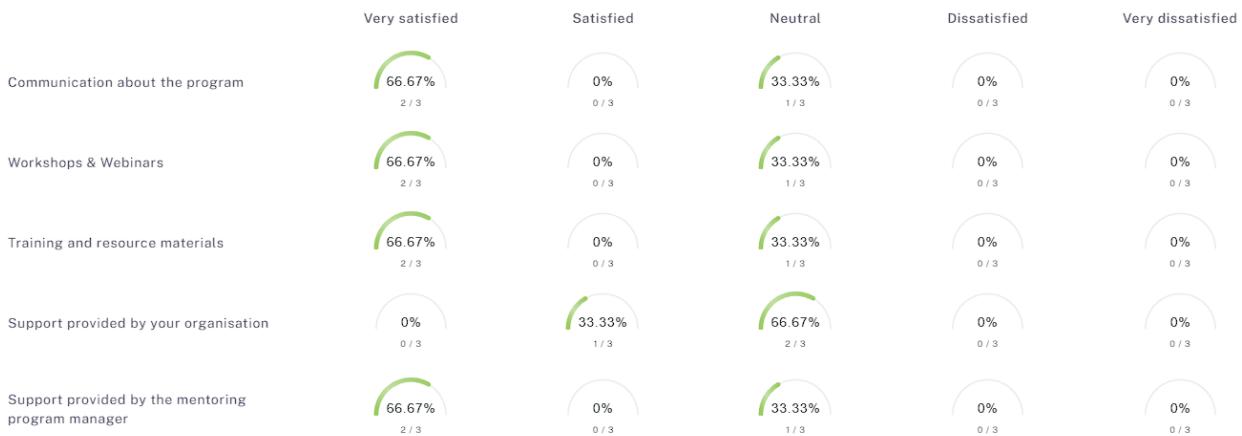


Overall satisfaction with the mentoring relationship is very high. All mentee respondents (100%) reported being “very satisfied,” noting that their mentees were open-minded, demonstrated a strong desire to learn, and maintained confidentiality. Additionally, 83% of mentor respondents reported being “very satisfied” with their mentee’s preparation for the relationship and meetings, as well as the initiative their mentee showed throughout the program.

THE PROGRAM ELEMENTS

Mentee Responses

How satisfied were you with:



The program's supporting components were rated positively overall, with Communication about the program, Workshops & Webinars, Training and resource materials, and Support from the mentoring program manager each receiving 67% "very satisfied" ratings.

Mentor Responses

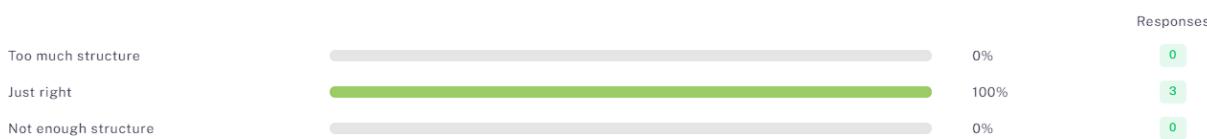
How satisfied were you with:



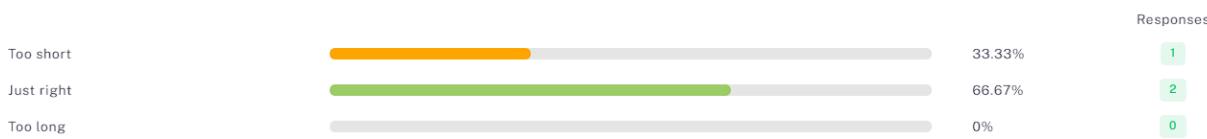
Mentor respondents reported high satisfaction across all support areas, with Communication from the program achieving the strongest positive rating at 100%.

Mentee Responses

Please comment on the structure of the mentoring program in relation to your needs:



Please rate the mentoring program length in relation to your needs:



Overall feedback on program length and structure remains consistently positive, participants overwhelmingly indicated that the mentoring program's duration continues to meet their needs, with 67% reporting that the program length was "just right", reinforcing that the current timeframe effectively supports participant engagement and progress.

The program's structure also received strong validation. With 100% of respondents stated that the structure was "just right".

Mentor Responses

Please comment on the structure of the mentoring program in relation to your needs:



Please rate the mentoring program length in relation to your needs:



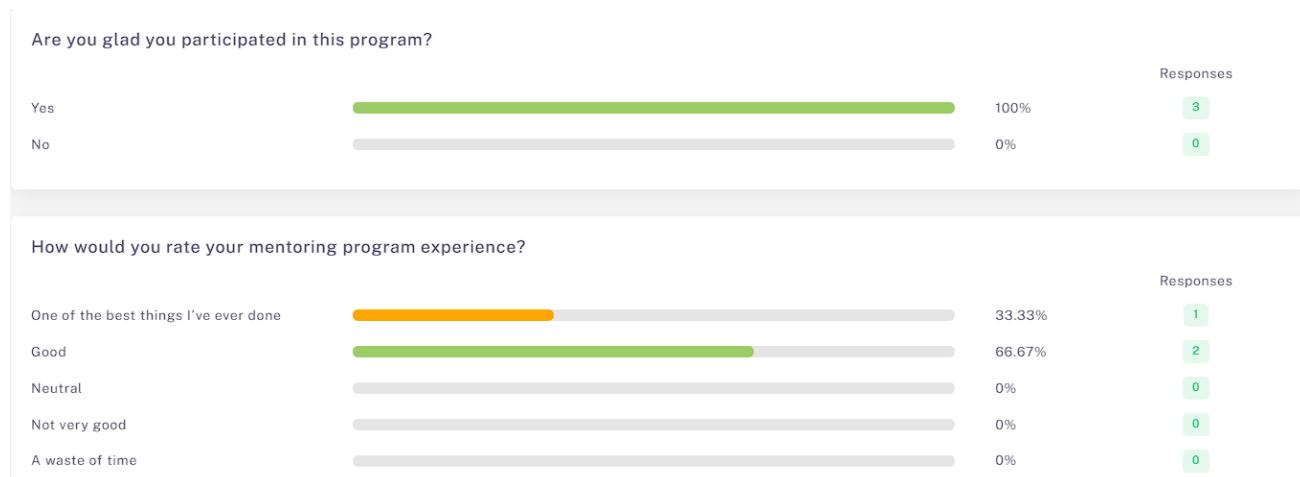
Overall feedback on the mentoring program's structure and duration indicates strong alignment with participant needs, the majority of respondents reported that the program length was "just right." Only a small proportion felt the length was either too short, suggesting that the current duration effectively supports participant engagement and outcomes.

Similarly, participants expressed confidence in the program's structure. With 100% of participants indicated the structure was "just right".



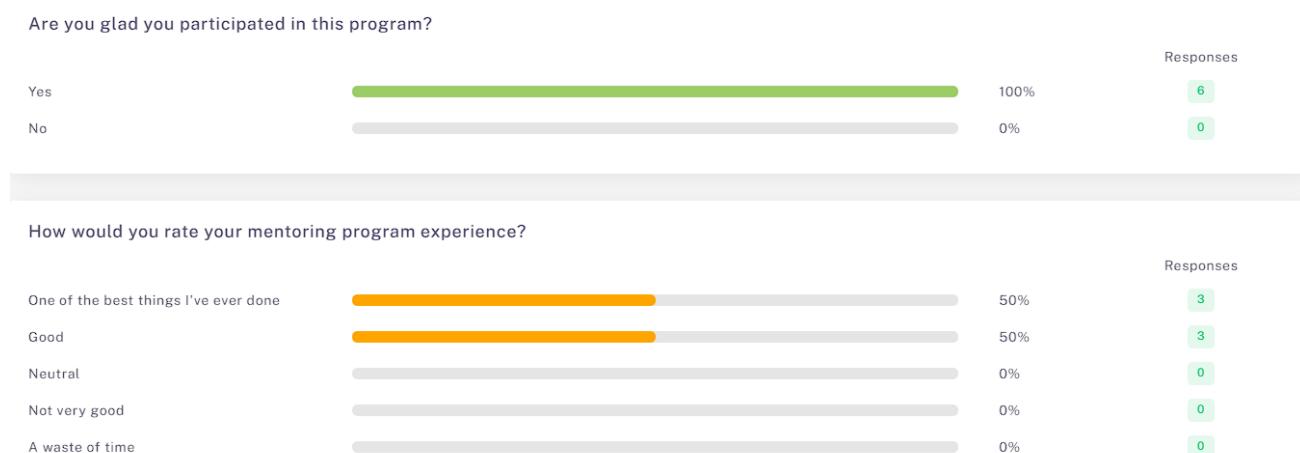
OVERALL EXPERIENCE

Mentee Responses



100% of mentee survey respondents reported that they are glad they participated in the program and participants describing it as "Good" or "One of the best things I've ever done."

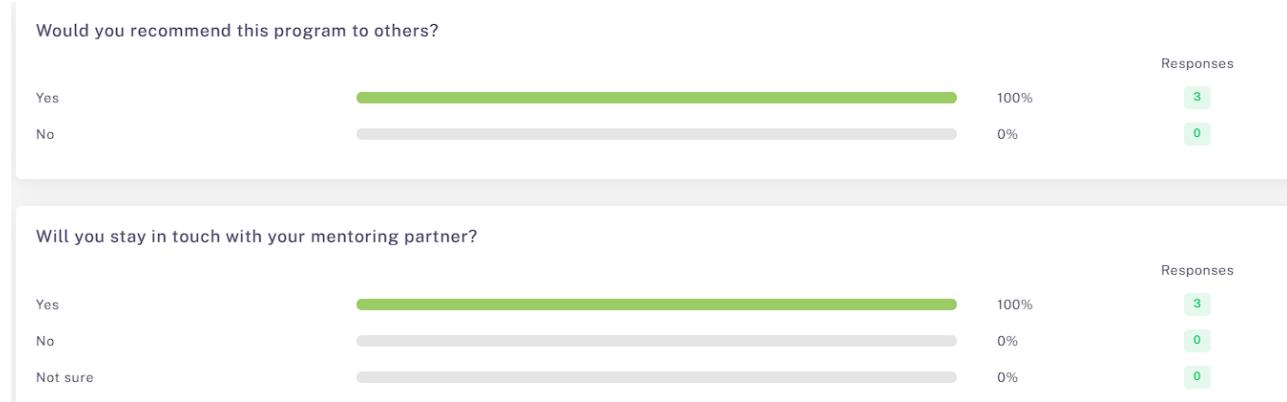
Mentor Responses



The mentors also had an overwhelmingly positive experience, with 100% indicating they were glad they participated in the program and that their experience as "Good" or "One of the best things I've ever done".

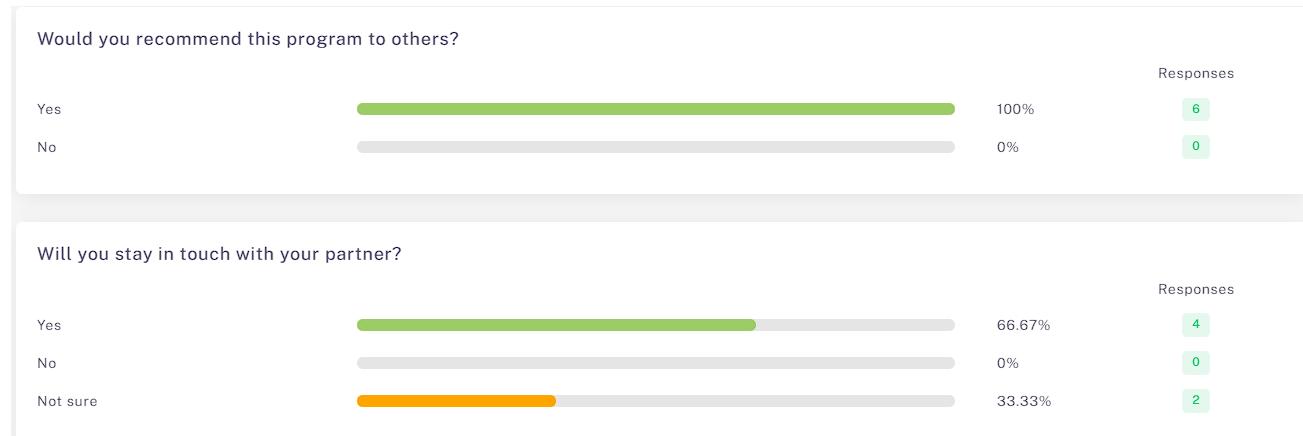
WHAT WILL YOU DO NOW?

Mentee Responses



These responses show strong program satisfaction and lasting impact — 100% of mentee respondents would recommend the program and intend to stay in touch with their mentoring partners. This indicates both high perceived value and meaningful relationship-building.

Mentor Responses



These responses reflect strong overall satisfaction — 100% of mentor respondents would recommend the program, showing a high level of endorsement. Additionally, 67% plan to stay in touch with their partners, indicating that most participants found the relationship valuable and worth continuing beyond the program.

BENEFITS FROM THE PROGRAM

Mentee Responses

Mentees and mentors often report a variety of benefits from being in a mentoring relationship. Some or all may apply to you. What impact would you say your mentoring experience has had on you?

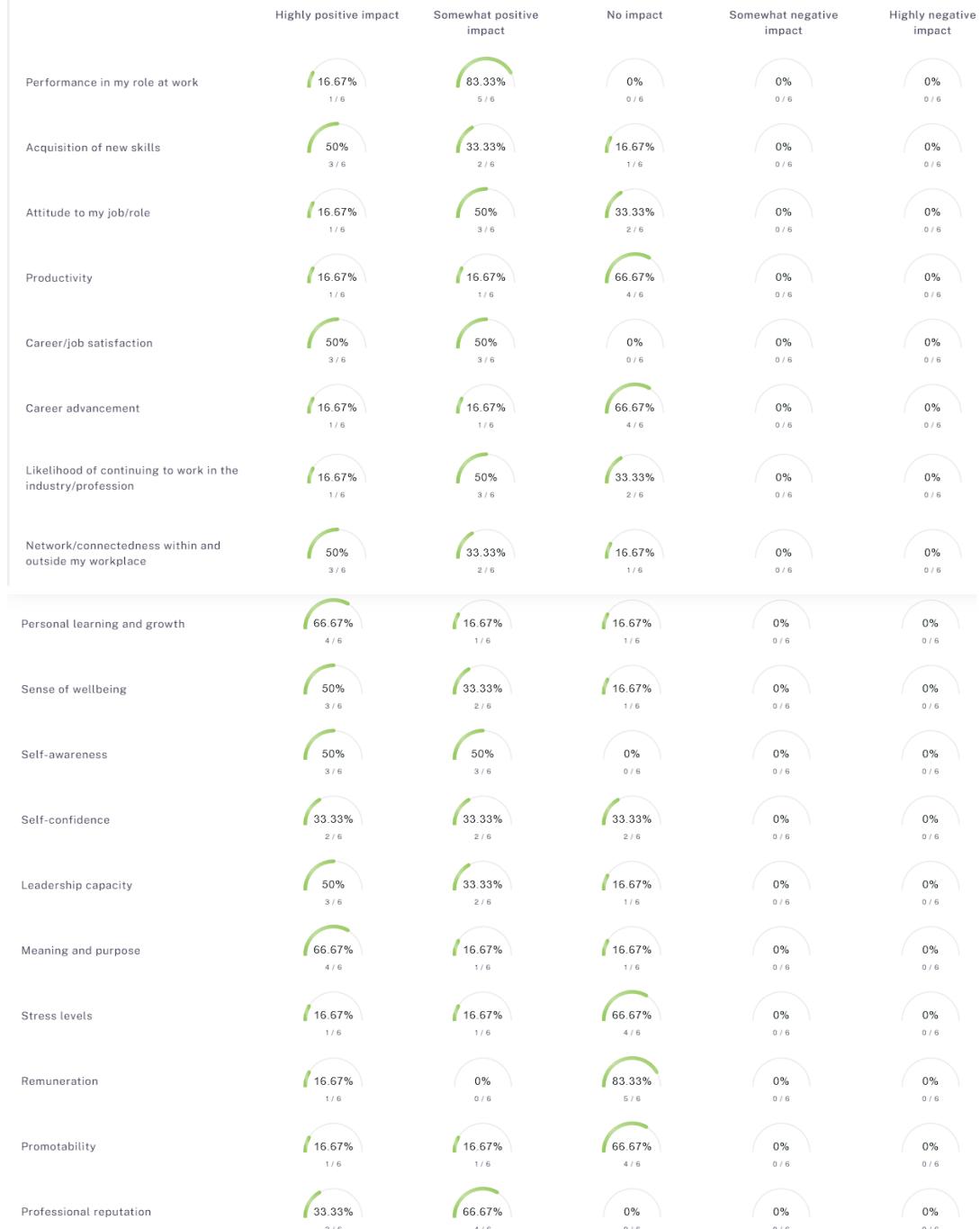


The top 5 positive impacts reported by Mentees were:

1. Performance in my role at work
2. Attitude to my job/ role
3. Career/Job satisfaction
4. Personal learning and growth
5. Self-confidence

Mentor Responses

Mentees and mentors often report a variety of benefits from being in a mentoring relationship. Some or all may apply to you. What impact would you say your mentoring experience has had on you?



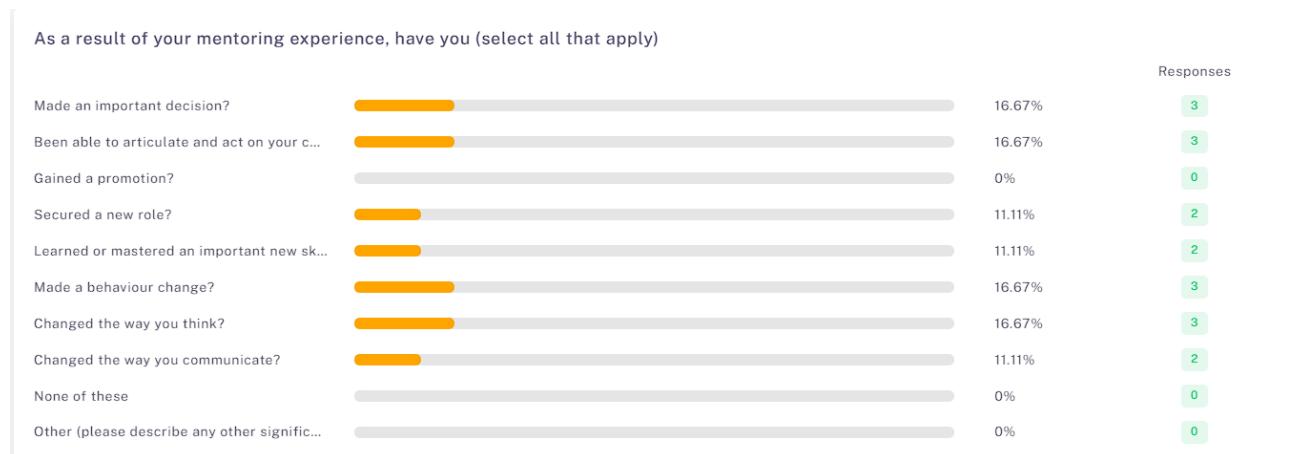
The top 5 positive impacts reported by Mentors were:

1. Career/job satisfaction
2. Self-awareness
3. Performance in my role at work
4. Leadership capacity
5. Acquisition of new skills



OUTCOMES OF MENTORING EXPERIENCE

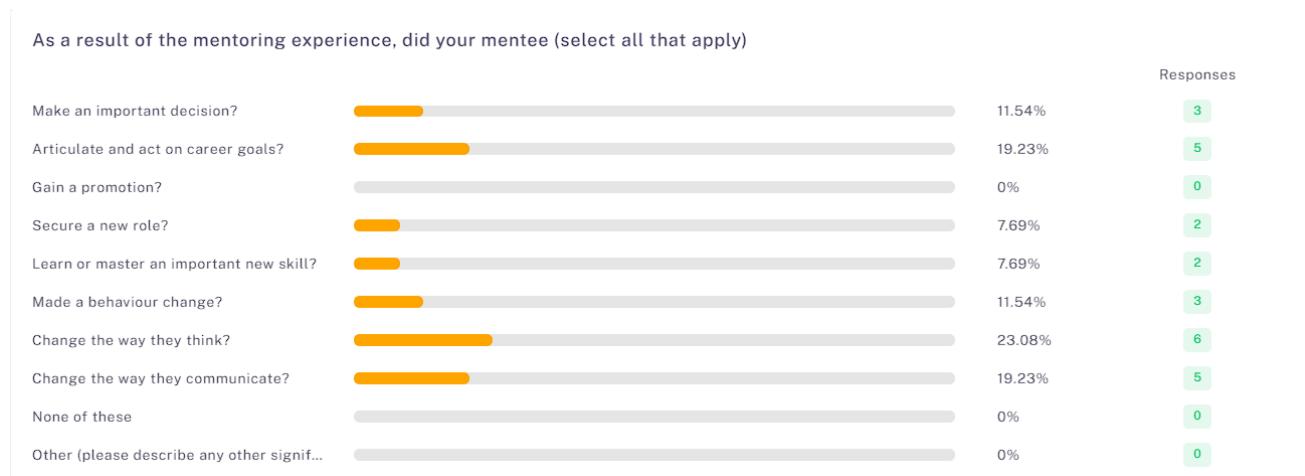
Mentee Responses



The top three outcomes' mentees experienced as a result of their mentoring experience are:

1. Made an important decision
2. Been able to articulate and act on your career goals
3. Made a behaviour change and changed the way you think

Mentor Responses

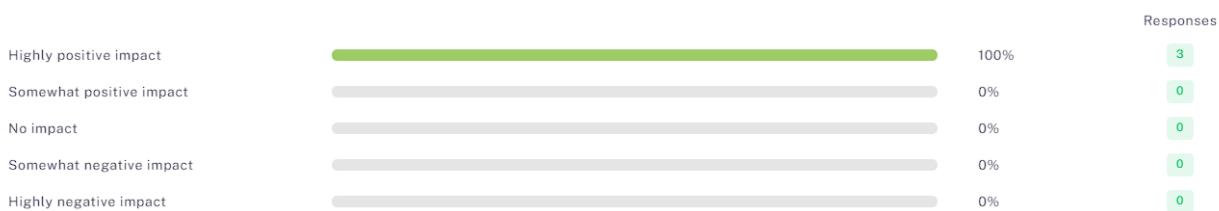


The top three outcomes reported by mentor respondents about their mentees are:

1. Changed the way you think
2. Changed the way you communicate
3. Articulate and act on career goals

Mentee Responses

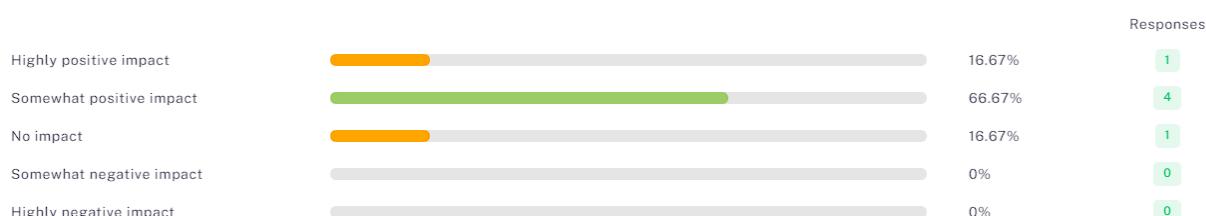
Please comment on the impact this mentoring experience has had on your opinion of the organisation which offered it to you



These responses reflect a strongly positive perception of the mentoring experience — 100% of respondents reported a positive impact on their opinion of ITS Australia. This demonstrates that the mentoring experience is overwhelmingly reinforcing participants' views of ITS Australia in a favourable way.

Mentor Responses

Please comment on the impact this mentoring experience has had on your opinion of the organisation which offered it to you



These responses indicate a very strong positive impact — over 83% of participants reported that the mentoring experience improved their opinion of ITS Australia. Only a small fraction reported no impact, and no participants indicated any negative effect. Overall, the results demonstrate that the mentoring experience is overwhelmingly reinforcing participants' perceptions of ITS Australia in a positive and meaningful way.

QUALITATIVE FEEDBACK FROM SURVEYS & PROGRAM CLOSE EVENT

Below we review some of the themes that emerged from the webinar feedback and from the open-ended questions in the surveys.

BENEFITS DERIVED FROM THE PROGRAM

Mentee Responses:

- *“My mentor was very knowledgeable and was able to draw from past experiences so much during the mentor program. Many times, his advice was that in the workplace it never hurts to make yourself look keen and available. Regardless of if this actually results in the desired outcomes your coworkers will recognise that you want to work and help the team.”*
- *“My greatest learning from the program was the ability to navigate management and team member relationships.”*
- *“I learned to speak up for myself and take control of my career.”*

Mentor Responses:

- *“Eagerness of young engineers to learn and participate in the industry.”*
- *“Being a sounding board to my mentee was very useful to my mentee.”*
- *“I am pleased I was able to help [mentee] attain his goals.”*
- *“When I have an active mentee who listens and takes action between sessions, I really want them to succeed. You can help mentees by giving them confidence to step up and talk to their managers.”*
- *“For me as a mentor I think the biggest takeaway from this is trust. Without trusting each other and the process you will not achieve a successful outcome. I met my mentee for the first time in March; we connected quickly and developed a strong bond. The mentee was open, honest and clear on what they wanted to achieve from the program. We discussed items in depth and developed clear actions.”*
- *“First time being a mentor outside of some basic mentoring with a direct colleague. I found it very rewarding and I believe so did my mentee.”*

SUGGESTED PROGRAM IMPROVEMENTS

- *"Perhaps commence earlier in the year --- it felt like a relatively short period of time."*
- *"Provide ITSA recognition to mentees managers."*
- *"I am aware that some mentors/mentees continue to meet up after the program has finished. Some tips and tricks for this would be useful."*
- *"It was good to have the structure, program and introduction facilitated by some experts."*
- *"Improved UI of website to access resource material"*
- *"None"*

GENERAL COMMENTS AND FEEDBACK

- *"That was my only concern in the program - that I could provide enough mentorship to someone in the ITS space but not directly involved in the same daily work and I based on the feedback from my mentee, we achieved that."*
- *"I am happy with it."*
- *"The trust that the mentee put into our conversations ensured that they achieved their goals"*
- *"Thanks for the opportunity. Looking forward to next year."*
- *"This mentee is great and is a rising star. Keep an eye on him."*
- *"I am very grateful for the opportunity I was given to play an important role in a complete stranger's life. It was a very humbling and totally rewarding process."*
- *"I enjoyed the experience and feel that it helps those that are willing to commit to self-improvement and eager to learn. I believe the program delivers a lot of benefits, not just to the individuals but to the sector/organisations/other people as well."*
- *"Thank you for facilitating the mentorship program. It has been valuable to me on a personal and professional level."*