

Mentee Feedback

“The EQmentor program definitely delivers on its promises. As an active participant, I was able to experience first-hand the value of a confidential and anonymous mentor/mentee relationship. Through my mentor I was able to engage in learning activities when I needed to and was also able to better understand **emotional intelligence** and its impact in the work environment. In addition, EQmentor gave me the opportunity to learn with peers outside of my company, industry and vocation through the EQ Village. The EQ Village, which allows me to remain anonymous, was a great way for me to collaborate, research and to grow outside of my mentor relationship. I would recommend this program to any organization.”



“This was a huge help! I needed to hear from someone objective. A million thanks! I had this internal battle going on. Thank you for helping me through the struggle. Over my adult life I have been proactively trying to change those ideas - they just creep in now and then. At least I'm aware of them and your list will be a good resource to print out and read again and again.”

“What an exciting, innovative concept. EQmentor provides a real-time opportunity to pull all the self-help, business savvy books that have been written over the years and turn that information into knowledge. Whether through EQ Village or its mentors, it is live, easy to use, point in time advice when you need it. I love it and can't imagine not having it.”

- “[Having a mentor at EQmentor has been] really good! The mentor is keyed in on who I am personally and professionally. I have been tapping into the knowledge of my mentor.”
- “One of the great things about EQmentor is the safe haven to communicate concerns, connect emotionally, and release frustrations; not with a stranger on an airplane, but with a trusted mentor. It is like Yoga for the mind.”
- “This is a great service! My mentor is great! I feel we are connecting and that we both will get a lot of out of this experience.”
- “EQmentor will forever change mentoring. It gives experienced professionals a way to help a younger generation with the use of technology. That, before now, was not possible.”

“People need a safe outlet to release the thoughts that create stress and tension. Writing is a wonderful and personal device that allows a person to communicate their road blocks. You have to stretch your mind and work with your thoughts until they can be properly communicated. Once you have soul searched enough to identify the real issue, your mentor helps you move forward.”

EQmentee Blog
www.mentorme.wordpress.com

Client Feedback

“[EQmentor] is based on solid research and is already tested and proven. Mentoring has been around for a long time, but this approach to mentoring is truly new and fascinating. The first big advantage of this method is cost. Mentoring is not often used because of the difficulty of finding qualified mentors and then because of the cost of using internal or external resources for in-person mentoring is often prohibitive. In EQmentor’s model, you are matched with an existing pool of screened and trained—yes, already trained, mentors. The anonymity... [and] the commitment, three meaningful interactions per week for a minimum of six months, is another reason why it works. And what makes it easy? It’s online.”

~Dick Handshaw, CEO, *Handshaw Inc.*

All my mentees consistently remark about three outstanding features of EQmentor:

- ▶ Complete privacy (what a relief...can really talk)
- ▶ Impressive resources (mentors, villages, articles)
- ▶ Well-trained mentors (experts who expressed an interest in learning, too)



-George Faulk, VP Recruiting/Training & Development, *Harris Teeter*

“The single most difficult challenge facing the leaders of today is the acceptance and mastery of change. Instead of the adage ‘if ain’t broke, don’t fix it’ I believe executives should be asking every day ‘what can we improve?’ and EQ Mentor is a win-win way to support and develop managers and executives. The EQ Mentor program has helped key members of the Decision Toolbox leadership team to become masters of change and better leaders as a result.”

-Kim Shepherd, CEO, *Decision Toolbox*

“I remain impressed with both your service and product. I have spent years trying to implement and nurture formal mentoring programs. As a frustrated executive, I really appreciated your positive approach. I wanted to know what could work. I was bright enough to know what I was doing was not working, but I did not have the expertise or time to fix it. EQmentor has provided a sound framework to dissolve logistical barriers. Matching of mentees and mentors is much more scientific. It has removed our failed limitations and biases:

- We have stores in [multiple] states. We do not provide the logistical framework beyond telephone service to support long distance interactions.
- Our “matching” efforts were primarily based on historical silos. We would assign the mentee with a mentor who had experience in the job the mentee was doing now. What if a mentee in operations was interested in marketing? It did not fit in our model.
- Another matching approach was the “look alike.” Enough said.
- We insisted that all mentees and mentors accept that all conversations and coaching sessions were private. Regardless of any company’s culture, one cannot declare with certainty this promise....and surely cannot mandate trust.

-EQmentor Client, VP, *Fortune 500 company*

“EQmentor is the perfect example of how powerful it can be when technology is properly leveraged for the good of individual development. At its heart, EQmentor is all about human performance improvement, and enables the potent combination of honesty, empathy, and guidance to emerge in the relationship between mentor and mentee.

In today’s economy and competitive landscape, leaders face all sorts of stressful challenges when it comes to dealing with customers, employees, vendors, and their own family situations. Let’s face it - it’s a real world out there full of real problems and also tons of opportunities to better flex emotional muscle. Leaders do not come to work as automatons but as humans carrying the full spectrum of shortcomings and fallibilities.

And in this real world of ours, that type of potent elixir is exactly what differentiates leaders who build vs. destroy, thrive vs. survive, and create commitment vs. just compliance. Emotional intelligence of any organization’s leaders is the primary distinguisher for long-term success, and EQmentor has found just the right solution to equip leaders to increase theirs.”

~Amy LaRose, Senior Internal Consultant, *Wake Forest University Baptist Medical Center*