

Mentoring – Is It Worth The Effort?

Research Report

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ENG101-ON01 SP16

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Introduction

Writing essay or report as I remember it was not something I learn on high school in the Philippines where I came from, at least on the 80's era. Being placed in ENG101 course after three decades of not being in an actual classroom and worst learning it online, is something exciting and scary for me. The course learning outcome result should teach student how to do college writing in different genre such as argumentative, cause & effect, process, narrative or descriptive essay in their respective order. Alongside writing we are also taught how to do survey on topic of our own choosing or class recommended topic. The purpose of the survey is to help us learn to manage reading and research schedule, find credible resources, use APA formatting in writing and cite our sources. I chose “Mentoring” topic because it has always bring special feeling of gratitude on me, simply because I was blessed to have the privilege to benefit from the unconditional helps of handful mentors I have met along the way when I chose to join the workforce by necessity. My research has proven beneficial to many people who experience or tried having a mentor in the form of friendship, instructor/teacher, minister or pastor, supervisor or manager in the workplace who willingly extend the “passing of torch” to their prospective mentee.

Methodology: Reading & Research Schedule

<i>WEEK</i>	<i>TASKS</i>
Week 3 Feb 1 – 7th	<ul style="list-style-type: none"> • Tentative thesis and outline • Watch Power Point on Writing a research question/ Watch video on choosing a research topic • Watch video on the difference between a topic and a research question. Check literature resources for proposal. • PROPOSAL DISCUSSION FORUM "The Value of Research individual proposals for PEER FEEDBACK" • List a minimum of one and a maximum of three good topics the literature resources you have found and any ideas you have for collecting primary data for a research project for this course. • 02/06/16 Submit Topic Proposal Discussion PPT @ Moodle
Week 4 Feb 8-14th	<ul style="list-style-type: none"> • Finding Academic Sources APA • Share a Power Point (2-5 slides) of research proposal ideas with Classmates • 02/12/16 Submitted Research Proposal Ideas - 2nd Draft REVISED
Week 5 Feb 15-21st	<ul style="list-style-type: none"> • Read materials on using Sources, Turnitin, , APA formatting and Citation List • First Draft of Essay for Revision- (homework extended) Due Noon Thursday on Turnitin 02/18/16 • Revise and submit Final Draft of Persuasive Essay by noon on Saturday also on Turnitin (essay grade) 02/20/16 • Research on Persuasive essay format and resources for argument of the benefit of Business Mentoring • Interview personal mentors: (via phone and personal visit) • Submitted draft essay: Mentoring 02/17/16 @ Turnitin
Week 6 Feb 22-28th	<ul style="list-style-type: none"> • Read: Locating & Evaluating Sources I Paraphrasing Summarizing • Made Pilot Survey : @ SurveyMonkey https://www.surveymonkey.com • Start Draft Cause & Effect Essay • Watch at least 3 video on Climate change & global warming • Gave feedback to at least 5 people on pilot survey
Week 7 Feb 29- March 6th	<ul style="list-style-type: none"> • Submitted and added 5 more feedback on pilot survey (03/01/16)
Week 8 March 7- March 13th	<ul style="list-style-type: none"> • Submitted Draft of Cause & Effect Essay • Watch 3 more APA video • Upload final Survey with application of comments from classmates • Complete 2 reading notes and submit to Engrade for grading (03/12/16)

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Week 9 March 14- March 20th	<ul style="list-style-type: none">• Collect responses from classmates in ENG101 and ENG 202 class of Ms. Anderson through ENG101 google sharing site of 10 questions survey in Survey Monkey.• Start gathering data for process essay (approximately 4 paragraphs). Explain how you developed, tested and gave out your project.
Week 11 March 28- April 3	<ul style="list-style-type: none">• Continue to collect responses from classmates in ENG101 and ENG 202 class of Ms. Anderson.• Print responses from survey for later use.

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Methodology: Pilot Survey Questions

1. What is your age?
2. What is your gender?
3. What is your ethnicity?
4. What is the highest level of school you have completed or the highest degree you have received?
5. Did you experience or have benefit from a mentoring program from someone?
6. How do you think mentoring influences individuals/business success?
7. Mentoring programs are responsible for business success around the world.
8. What phase of life is mentoring most effective?
9. Are you willing to be a mentor to someone you believe needs your expertise?
10. Please specify areas of expertise?

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Methodology: Peer & Instructor Recommendations

- ARC: Are tutors and mentors similar? I have signed up for tutoring at NMC and it was helpful for the subject I was struggling in. I'm not sure if there are any suggestions to make but I hope you get the information you need. Your question number 8 is a good one!
- AL: Good format but there are some minor grammatical errors. I also got a little confused in your matrix question (strongly agree/disagree type question), I was a bit confused on where to click and sometimes it allowed more than one option to be chosen. Perhaps you can also add some N/A (not applicable or no opinion) options.
- JC- I've noticed some grammatical errors so just correct them. Also, some questions seem a bit confusing like #10, I'm not sure what you were asking there. You might want to fix #6 and #7 format.
- TS: Your survey was right on point. I think you might want to ask more on how their experience with a mentor was like? or even How it has helped them with their future lives?
- YC - Your questions are well-defined and focused, but I recommend to revise format for a few questions, including matrix about the level of importance and question on area of expertise (probably, a multi-options format or a drop-down list?)
- LD: Question 6 was confusing, Instead of a checkbox matrix, I think a simple multiple choice answer (with the same choices) would be more easier. Question 10 was also confusing, and again I think multiple choice would work for it. I think you have great questions, but some questions' answer choices are in the wrong format. JP: This is a really in-

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formative survey, though at most times I was left confused. Some questions need more clarity and some needs more explanation. Questions 6 and 7 needs some editing because the check boxes are confusing, do you mean, to rate each of the options from 1 to 5 or do you choose one option (e.g. agree) and then rate it from box 1 to 5 or do you have to check mark other options like “somewhat agree” as well? Also for question #10, it needs more explanation, what exactly do you mean by expertise with the options given. For example, in education do I say what is my major, or do I say “fair knowledge”. Clarity is key! But other than that, I totally like your topic about mentorship because from experience, I had a mentor that was a big help to me.

- KBA- This is a good start but the survey needs more development. The questions asking to rate things are difficult because they are not numbered and there are too many boxes making them difficult to answer. The rating options should be on the top and the things you are rating should be listed in a column on the left side. For example how would you describe the following foods: unappealing yummy great crave chocolate ice cream coffee liquor cheese chilli eggs

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Methodology: Final Survey Questions

Mentoring – Does It Really Help?

1. Have you tried having a mentor?
2. How do you rate your experience with a mentor?
3. In what “term” do you categorize your mentor based on your experience. Check all that apply.
4. In what area of life do you think “Mentoring” is mostly valuable?
5. How do you rate your community in terms of mentoring efforts.
6. In what areas in the community do you recommend mentoring can be of benefit.
7. How do you recommend mentoring in CNMI business sectors?
8. Recent survey shows a high chances of success for those corporations that encourages mentoring in their upper level management down to the rank and file employees. Do you believe it will work in the CNMI as well?
9. How do you describe yourself in the area of mentoring?
10. If there is any funding approved to create mentoring in your community will you be willing to:

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Findings

Pilot Survey Data Results

<i>Questions</i>	<i>Choices</i>	<i># of Responses</i>
# of Participants		10
Age Range		18 -54 yrs. old
Ethnic Background		Asian and Pacific Islander
Educational Background		Some college through Graduate degree students
Mentoring Importance	Highly Important	6
	Important	3
	Somewhat Important	4
Business Mentoring Recommended	Strongly Agree	4
	Agree	7
	Disagree	3
	Not Sure	4

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Final Survey Data Results

<i>Questions</i>	<i>Choices</i>	<i># of Responses</i>
# of Participants		8
Tried having mentor	Yes No	8
Rate Experience	Rewarding Empowering Unpleasant Discouraging	8 6 0 0
Term for mentor	Counselor Teacher Sponsor Religious leader	3 2 1 2
Value of Mentoring	Personal life Educational Career/Workplace All of the above	0 5 0 3
Community Effort	Highly Active Medium Effort No Effort	6 3 4
Areas in Community where mentoring will be helpful	Youth Services Community Services Educational Business	8 8 8 8
Mentoring in Business Recommended	Highly recommended Not Sure	7 1
Mentoring in CNMI Business	Strongly agree Agree	7 1

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Methodology - Method of Information Dissemination

Personal Interview – 2

Business visits/personal – 2

Course site – 4

Proposed Information Dissemination Outlet

Email classmates in ENG101 course

Personal Interview (Printed Survey)in NMC – Tinian, Private Businesses, Government Agencies
and etc.

Facebook Page

Summary /Analysis

This research has proven that Mentoring has an important role in success, whether it is education, career, personal life and even in business. A person who experienced being mentored can someday be a mentor to the next generation and pass on the legacy of those individuals who lead the way in the area of these “passing of torch” for the benefit of humanity. Community involvement and encouragement should be magnified if not overemphasize for the business community to be actively including in their agenda to take the time and create programs that deals with mentoring apprentice or employees.

References

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Retrieved from:

<http://www.shrm.org/publications/hrmagazine/editorialcontent/2011/0811/pages/0811grossman.aspx#sthash.heG0Z4a2.dpuf>

Retrieved from: <https://www.business.qld.gov.au/business/business-improvement/business-mentoring>



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Healthcare	Wufoo Online Forms
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APPENDIX 1

Upgrade cruzlorna670

+ Create Survey

meaningful results: View all your responses and get powerful analysis. View Pricing →

Does Mentoring Really Helps?

Summary Design Survey Collect Responses **Analyze Results**

CURRENT VIEW



+ FILTER + COMPARE + SHOW

No rules applied



Rules allow you to FILTER, COMPARE and SHOW results to see trends and patterns. Learn more >

SAVED VIEWS (1)



Original View (No rules applied)

+ Save as...

EXPORTS



SHARED DATA



No shared data

Sharing allows you to share your survey results with others. You can share all data, a saved view, or a single question summary. Learn more >

Share All

RESPONDENTS: 10 of 10

Export All

Share All

Question Summaries

Data Trends

Individual Responses

PAGE 1

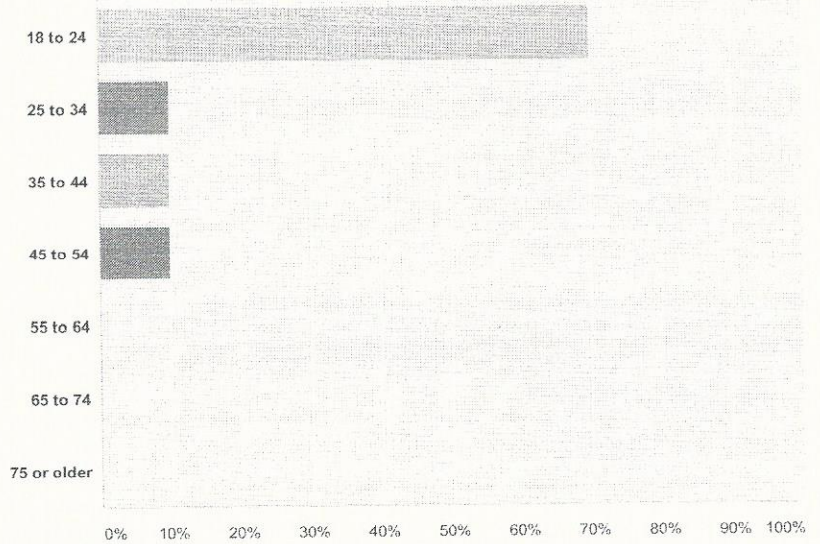
Q1

Customize

Export

What is your age?

Answered: 10 Skipped: 0



Answer Choices	Responses
18 to 24	70.00% 7
25 to 34	10.00% 1
35 to 44	10.00% 1
45 to 54	10.00% 1
55 to 64	0.00% 0
65 to 74	0.00% 0
75 or older	0.00% 0
Total	10

Q2

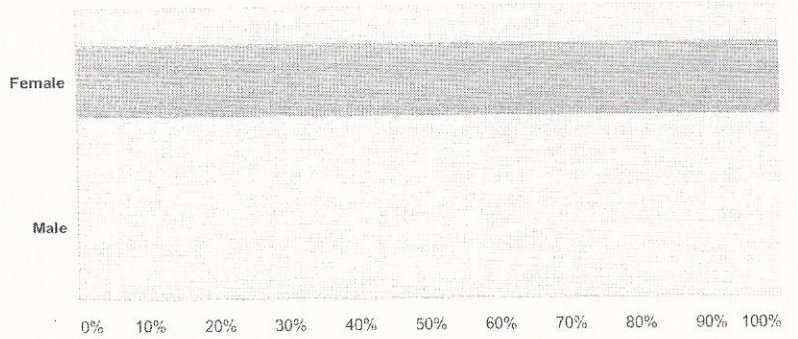
Customize

Export

What is your gender?

Answered: 10 Skipped: 0

16



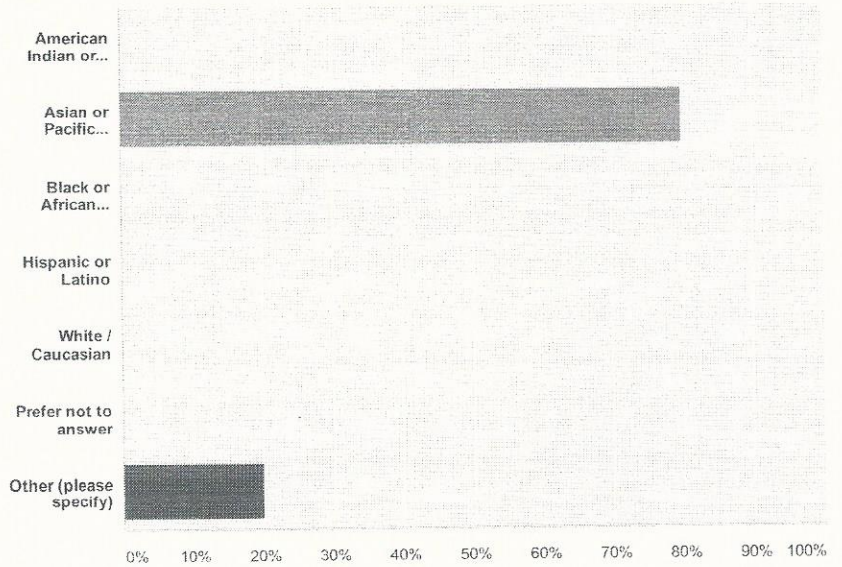
Answer Choices	Responses
Female	100.00% (10)
Male	0.00% (0)
Total	10

Q3

Customize Export

What is your ethnicity? (Please select all that apply.)

Answered: 10 Skipped: 0



Answer Choices	Responses
American Indian or Alaskan Native	0.00% (0)
Asian or Pacific Islander	80.00% (8)
Black or African American	0.00% (0)
Hispanic or Latino	0.00% (0)
White / Caucasian	0.00% (0)
Prefer not to answer	0.00% (0)
Other (please specify)	Responses: 20.00% (2)
Total Respondents: 10	

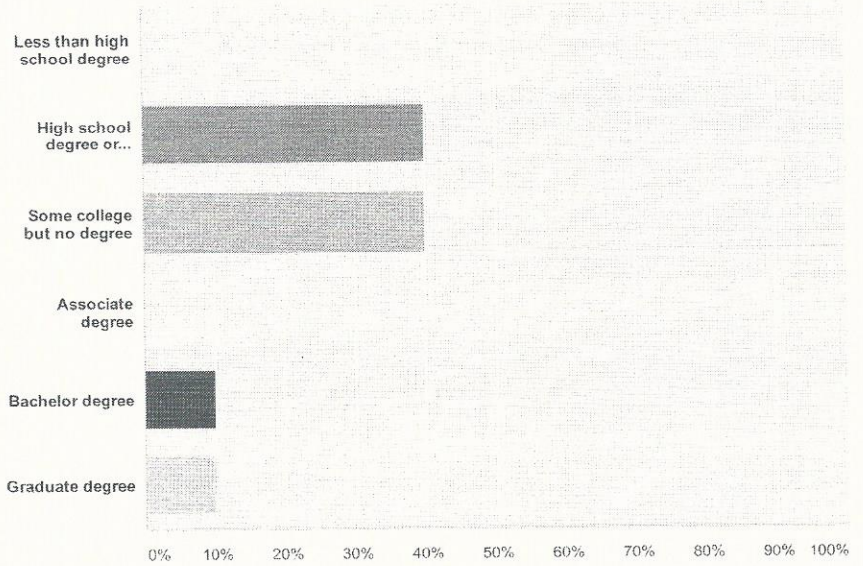
Q4

17

Customize Export

What is the highest level of school you have completed or the highest degree you have received?

Answered: 10 Skipped: 0



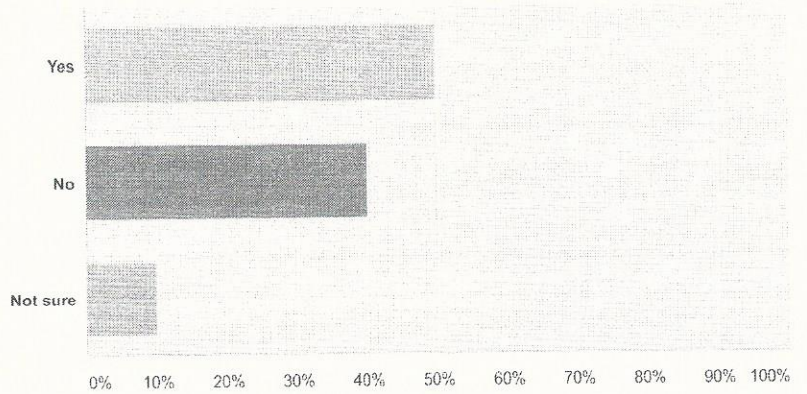
Answer Choices	Responses
Less than high school degree	0.00% 0
High school degree or equivalent (e.g., GED)	40.00% 4
Some college but no degree	40.00% 4
Associate degree	0.00% 0
Bachelor degree	10.00% 1
Graduate degree	10.00% 1
Total	10

Q5

Customize Export

5. Did you experienced or have benefit from mentoring program or someone?

Answered: 10 Skipped: 0



Answer Choices	Responses
Yes	50.00% 5

18

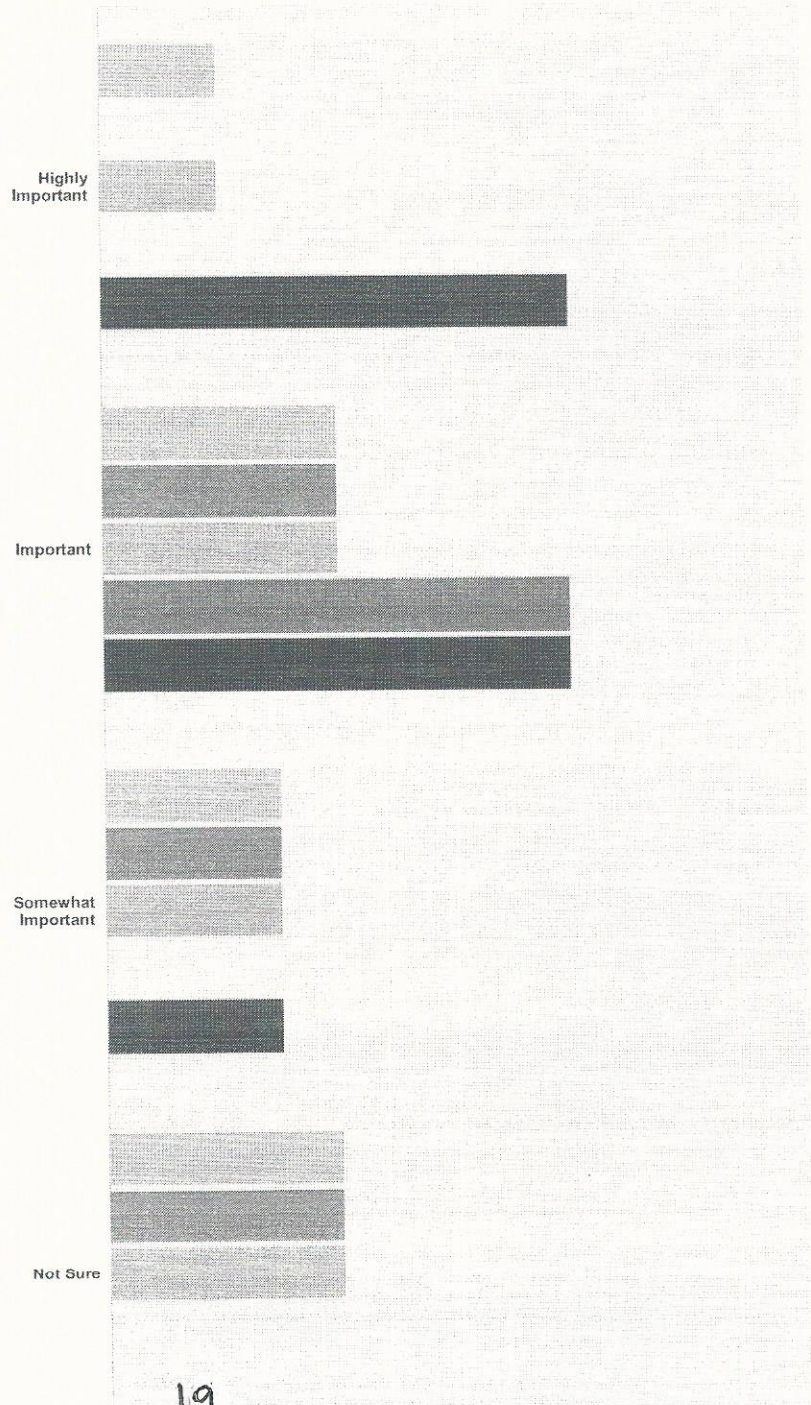
▼ No	40.00%	4
▼ Not sure	10.00%	1
Total		10
Comments (0)		

Q6

Customize Export

6. How do you think mentoring influence individual/business success? (First box being the lowest and fifth box being the highest.)

Answered: 10 Skipped: 0



19

Not Important

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

(no label) (no label) (no label) (no label) (no label)

	(no label)	(no label)	(no label)	(no label)	(no label)	Total Respondents
Highly Important	16.67% 1	0.00% 0	16.67% 1	0.00% 0	66.67% 4	6
Important	33.33% 1	33.33% 1	33.33% 1	66.67% 2	66.67% 2	3
Somewhat Important	25.00% 1	25.00% 1	25.00% 1	0.00% 0	25.00% 1	4
Not Sure	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	3
Not Important	100.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2

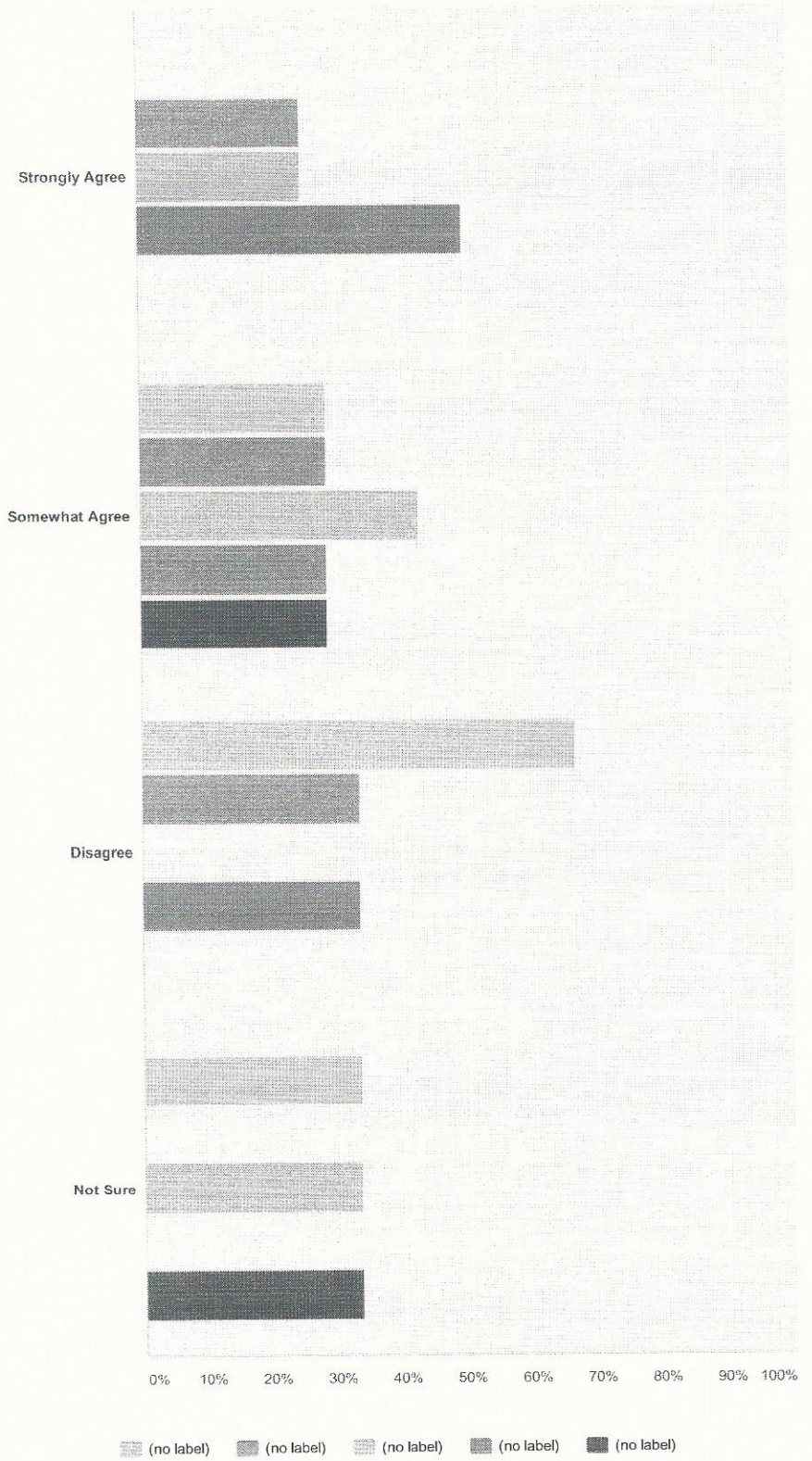
Q7

Customize Export

7. Mentoring programs are responsible for business success around the world.(First box being the lowest and fifth box being the highest.)

Answered: 10 Skipped: 0

20



	(no label)	(no label)	(no label)	(no label)	(no label)	Total Respondents
Strongly Agree	0.00% 0	25.00% 1	25.00% 1	50.00% 2	0.00% 0	4
Somewhat Agree	28.57% 2	28.57% 2	42.86% 3	28.57% 2	28.57% 2	7
Disagree	66.67% 2	33.33% 1	0.00% 0	33.33% 1	0.00% 0	3
Not Sure	33.33% 1	0.00% 0	33.33% 1	0.00% 0	33.33% 1	3

21

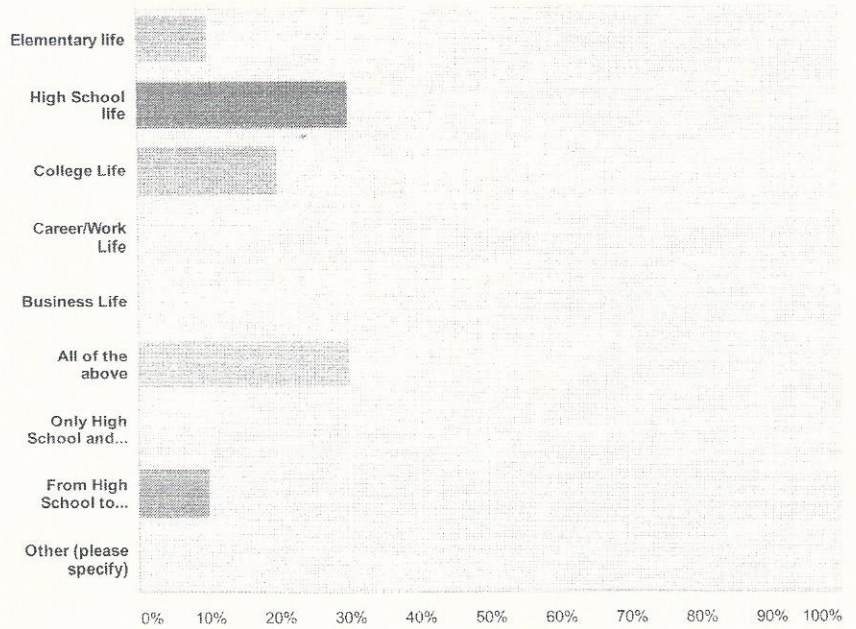
Q8

Customize

Export

8. What phase of life is mentoring most effective?

Answered: 10 Skipped: 0



Answer Choices	Responses
Elementary life	10.00% 1
High School life	30.00% 3
College Life	20.00% 2
Career/Work Life	0.00% 0
Business Life	0.00% 0
All of the above	30.00% 3
Only High School and College	0.00% 0
From High School to Business Life	10.00% 1
Other (please specify)	0.00% 0
Total	10

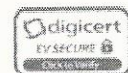
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22



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Mentoring - Does It Really Helps?

Summary Design Survey Collect Responses **Analyze Results**

CURRENT VIEW



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No rules applied

Rules allow you to FILTER, COMPARE and SHOW results to see trends and patterns. Learn more >

SAVED VIEWS (1)



Original View (No rules applied)

+ Save as...

EXPORTS



SHARED DATA



No shared data

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Share All

RESPONDENTS: 4 of 4

Export All

Share All

Question Summaries Data Trends Individual Responses

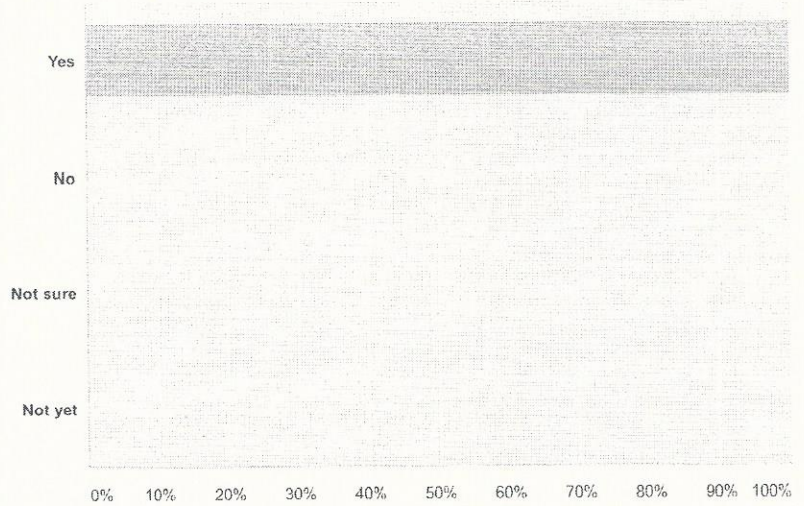
PAGE 1: Mentoring - Does It Really Helps?

Q1

Customize Export

Have you tried having a mentor?

Answered: 4 Skipped: 0



Answer Choices	Responses
Yes	100.00% 4
No	0.00% 0
Not sure	0.00% 0
Not yet	0.00% 0
Total	4

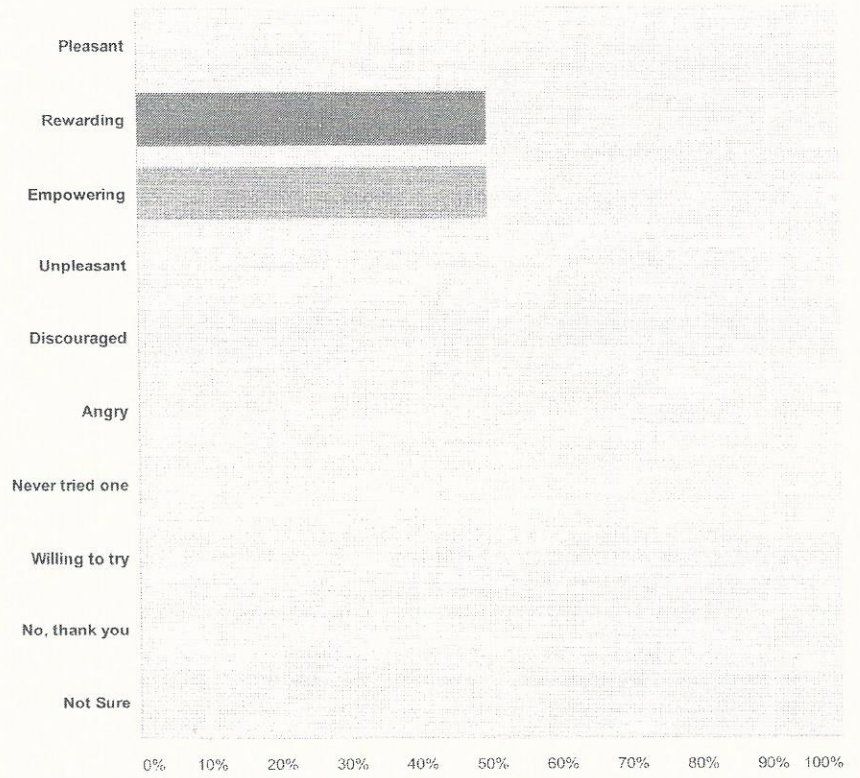
Q2

Customize Export

How do you rate your experience with a mentor?

Answered: 4 Skipped: 0

23



Answer Choices	Responses
Pleasant	0.00% 0
Rewarding	50.00% 2
Empowering	50.00% 2
Unpleasant	0.00% 0
Discouraged	0.00% 0
Angry	0.00% 0
Never tried one	0.00% 0
Willing to try	0.00% 0
No, thank you	0.00% 0
Not Sure	0.00% 0
Total	4

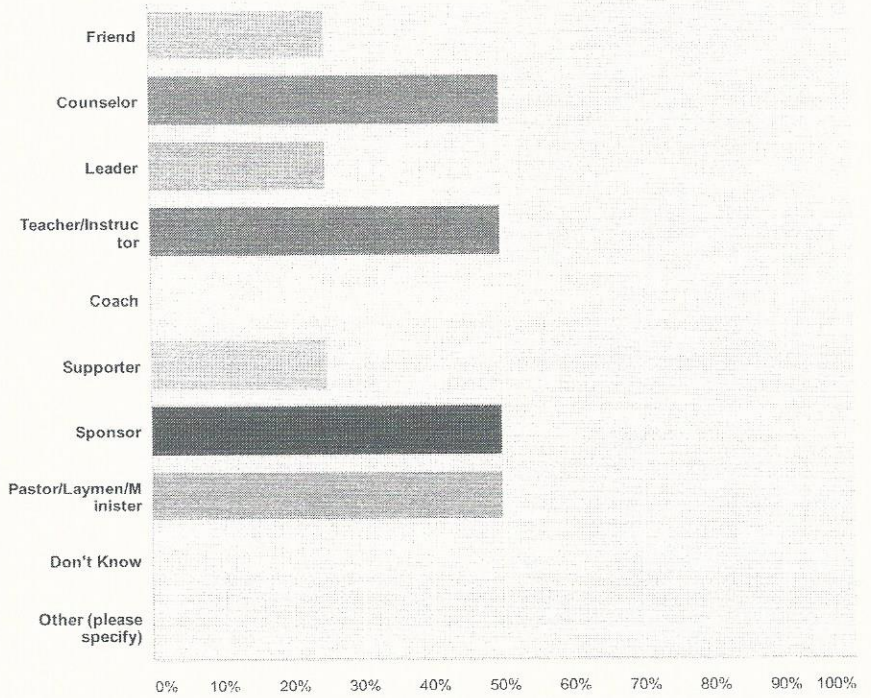
Q3

Customize Export

In what "term" do you categorize your mentor based on your experience. Check all that apply.

Answered: 4 Skipped: 0

24



Answer Choices	Responses
Friend	25.00% (1)
Counselor	50.00% (2)
Leader	25.00% (1)
Teacher/Instructor	50.00% (2)
Coach	0.00% (0)
Supporter	25.00% (1)
Sponsor	50.00% (2)
Pastor/Laymen/Minister	50.00% (2)
Don't Know	0.00% (0)
Other (please specify)	0.00% (0)

Total Respondents: 4

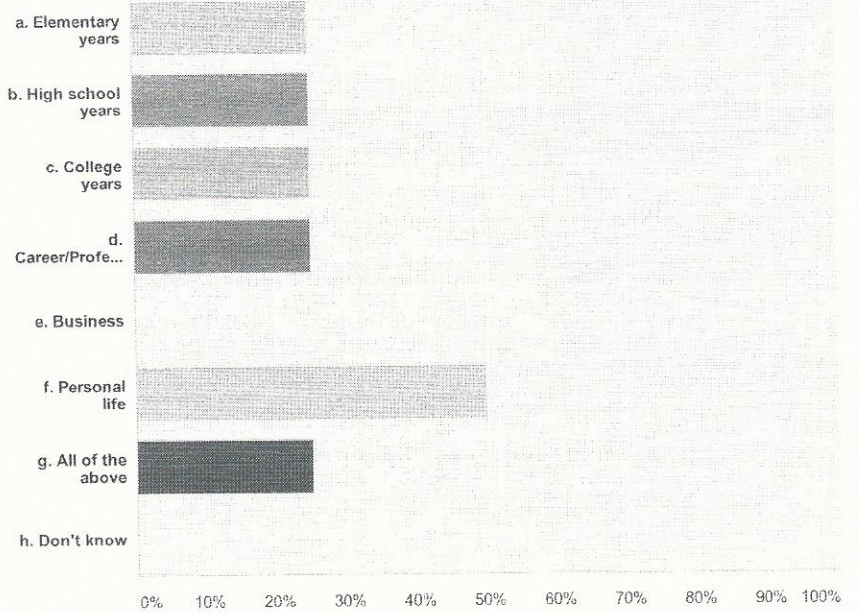
Q4

[Customize](#) [Export](#)

In what area of life do you think "Mentoring" is mostly valuable?

Answered: 4 Skipped: 0

25



Answer Choices	Responses
a. Elementary years	25.00% 1
b. High school years	25.00% 1
c. College years	25.00% 1
d. Career/Profession	25.00% 1
e. Business	0.00% 0
f. Personal life	50.00% 2
g. All of the above	25.00% 1
h. Don't know	0.00% 0

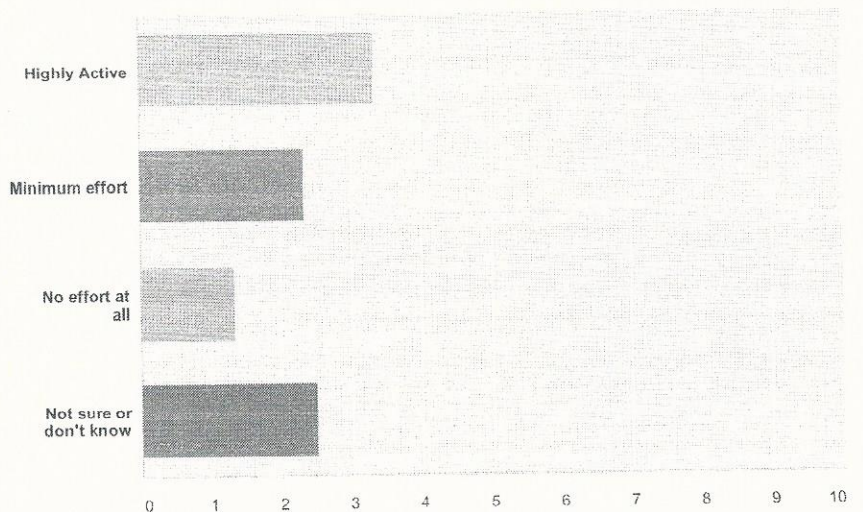
Total Respondents: 4

Q5

Customize Export

How do you rate your community in terms of mentoring efforts.

Answered: 4 Skipped: 0



26

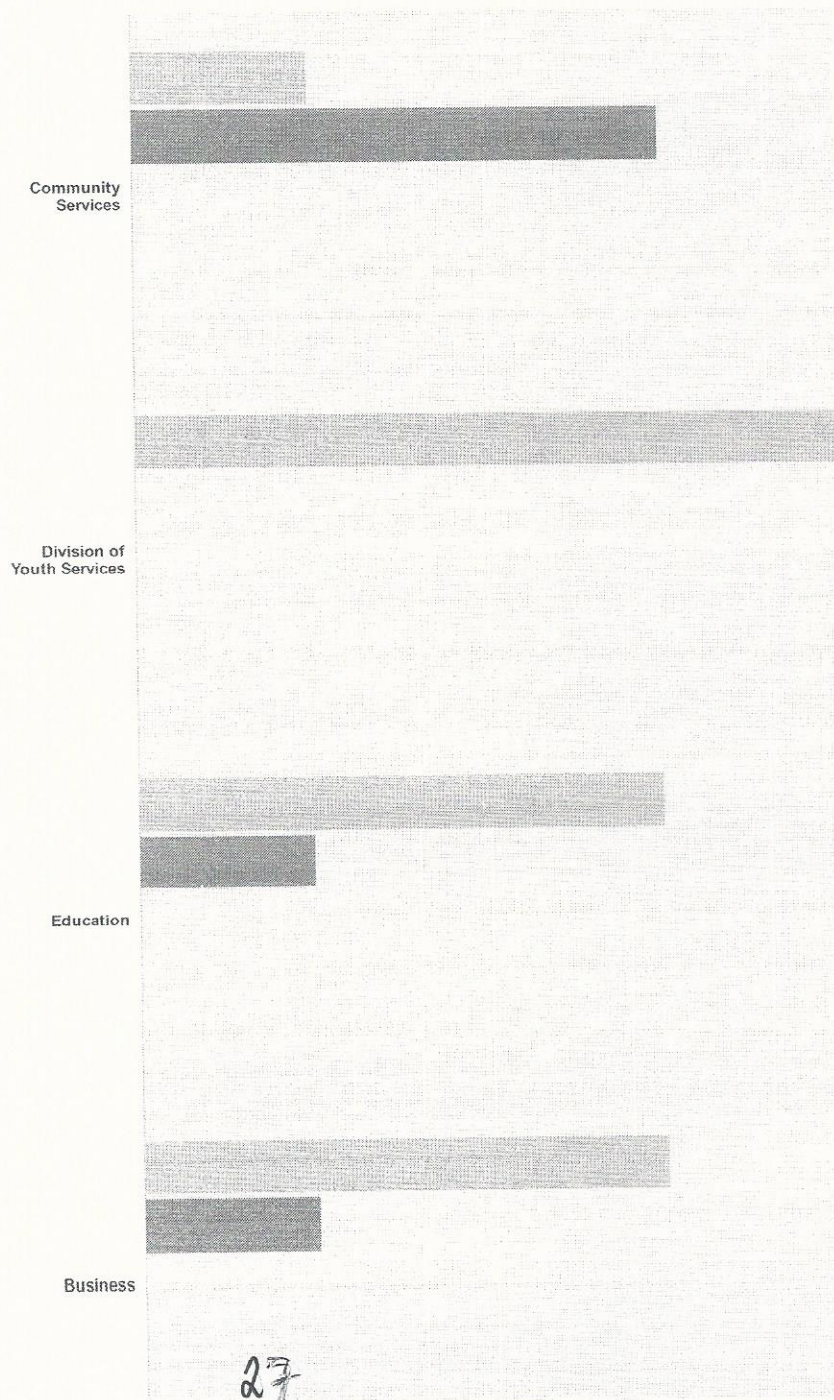
	1	2	3	4	Total	Score
Highly Active	66.67% 2	0.00% 0	33.33% 1	0.00% 0	3	3.33
Minimum effort	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	2.33
No effort at all	0.00% 0	0.00% 0	33.33% 1	66.67% 2	3	1.33
Not sure or don't know	50.00% 1	0.00% 0	0.00% 0	50.00% 1	2	2.50

Q6

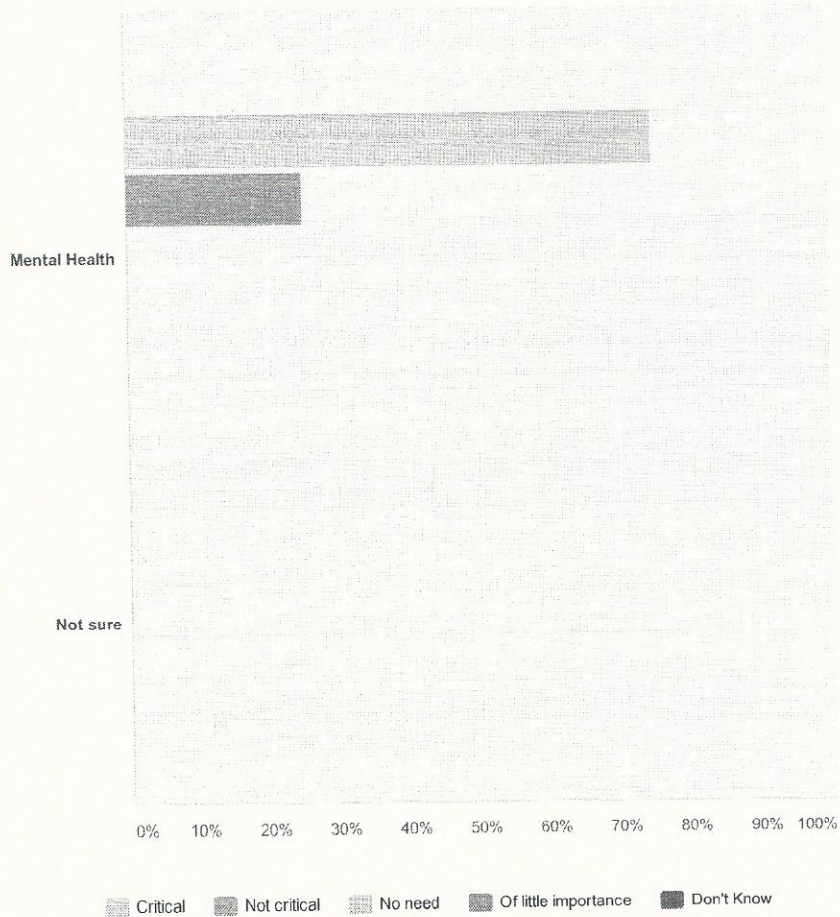
Customize Export

In what areas in the community do you recommend mentoring can be of benefit.

Answered: 4 Skipped: 0



27



	Critical	Not critical	No need	Of little importance	Don't Know	Total
Community Services	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	4
Division of Youth Services	100.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4
Education	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
Business	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
Mental Health	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
Not sure	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0

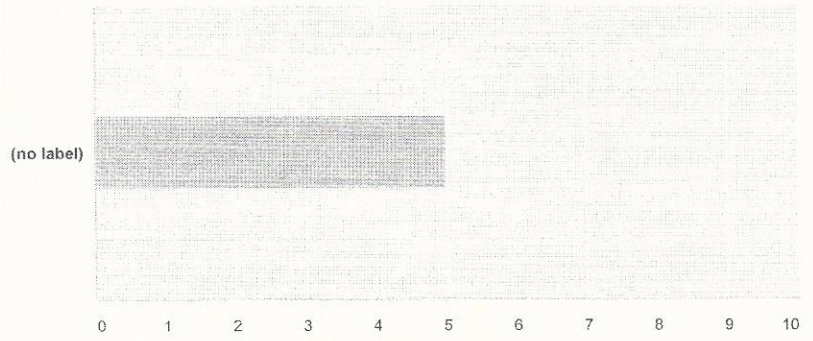
Q7

Customize Export

How do you recommend mentoring in CNMI business sectors?

Answered: 4 Skipped: 0

28



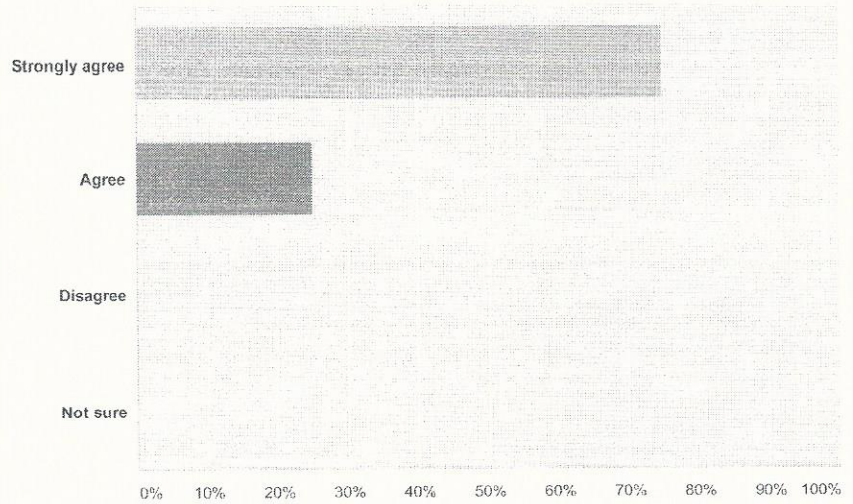
	Not recommended	Highly recommended	N/A	Total	Weighted Average
(no label)	0.00% 0	75.00% 3	25.00% 1	4	5.00

Q8

Customize Export

Recent survey shows a high chances of success for those corporations that encourages mentoring in their upper level management down to the rank and file employees. Do you believe it will work in the CNMI as well?

Answered: 4 Skipped: 0



Answer Choices	Responses
Strongly agree	75.00% 3
Agree	25.00% 1
Disagree	0.00% 0
Not sure	0.00% 0
Total	4

29



My Surveys

- Healthcare
- Wufoo Online Forms
- Market Research
- Examples
- Survey Services
- Events

APPENDIX 3

Upgrade cruzloma670

+ Create Survey

Plans & Pricing

Get Our Most Powerful Tools

Upgrade for more customization and better results.

Upgrade

ALL SURVEYS

TITLE	MODIFIED	RESPONSES	ACTIONS
Mentoring - Does It Really Helps? Created 03/10/2016	03/23/2016	4	
Does Mentoring Really Helps? Created 02/27/2016	03/09/2016	10	

+ Create Survey

ALL SURVEYS: 2 of 2

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Learn how to survey like a pro

Find more survey tools to help you

Why use Question Bank?

Get Help

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