



Crossing Thresholds Programme One Year On Evaluation Report

The Programme

Crossing Thresholds is a year-long career development programme which partners women with more senior mentors. The mentoring is reinforced with five taught modules, each with a relevant theme, Peer Group support and 'Hot Topic' learning events designed and delivered by participants.

Methodology

One year after graduating, the participants are asked to complete an online survey to find out what has been the lasting impact from being on the programme. 1,251 people have so far responded to our request for feedback.

Findings

The average findings are as follows:

Since being on Crossing Thresholds, have you had any of the following successes?

Substantive promotion to the next grade, temporary promotion to the next grade or level transfer to a more satisfying job	76%
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Which of the following benefits have you experienced from being on Crossing Thresholds?

Clearer sense of direction	95%
Focusing on what you want rather than what you don't want	96%
Better work-life balance	75%
A more suitable working pattern	67%
Improvement in your day-to-day effectiveness	85%
Clearer sense of your unique brand/offering	92%
Improved ability to convey your attributes at interview	89%
More effective at getting messages across	89%
Giving difficult feedback	86%

Increased awareness of your strengths and areas for development	95%
A supportive network of colleagues	88%
Increased confidence	93%
Are you still in contact with members of your cohort/peer group? Yes	64%
Have you been to any further mentoring? Yes	42%
Have you done any mentoring yourself? Yes (or would like to)	55%
Have you taken part in any Crossing Thresholds Alumni activities? Yes	55%
Would you recommend Crossing Thresholds to others? Yes	96%

Comments

Comments about the programme

It's helped with my imposter syndrome and helped me realise what I truly want from my career and how I can align it with my USP.

The 5 year plan had a huge impact on my thinking, to feel comfortable with knowing the road will not always be straight, even if it bends, you can still achieve your goals with applying the correct tools.

Definitely increased confidence.

Better sense of strengths and personal brand, and being able to articulate those.

Became secretary of the Pride network group. Wrote two blogs, set up a walking challenge for the whole DVSA promoting inclusion and pride events, signed up for GCSE in English.

Have you done any mentoring yourself?

Now a mentor for a charity called 'The Girls Network'. Also part of a reverse mentoring programme in FSA.

I have had 2 mentees through Crossing Thresholds and really enjoyed it/learned a lot myself.

Mentored one of my colleagues who went for promotion within the team.

2 members from Crossing Thresholds and 2 internal at workplace.

Just concluded my first two and I am looking forward to more matches.

Would you recommend Crossing Thresholds to others?

I recommend it to anyone who will listen.

Highly recommend.

I advocate strongly for colleagues to do Thresholds. It was transformative for me.

Very good course and networking. I share the details with anyone that's interested in helping themselves to excel as a person/at work.

