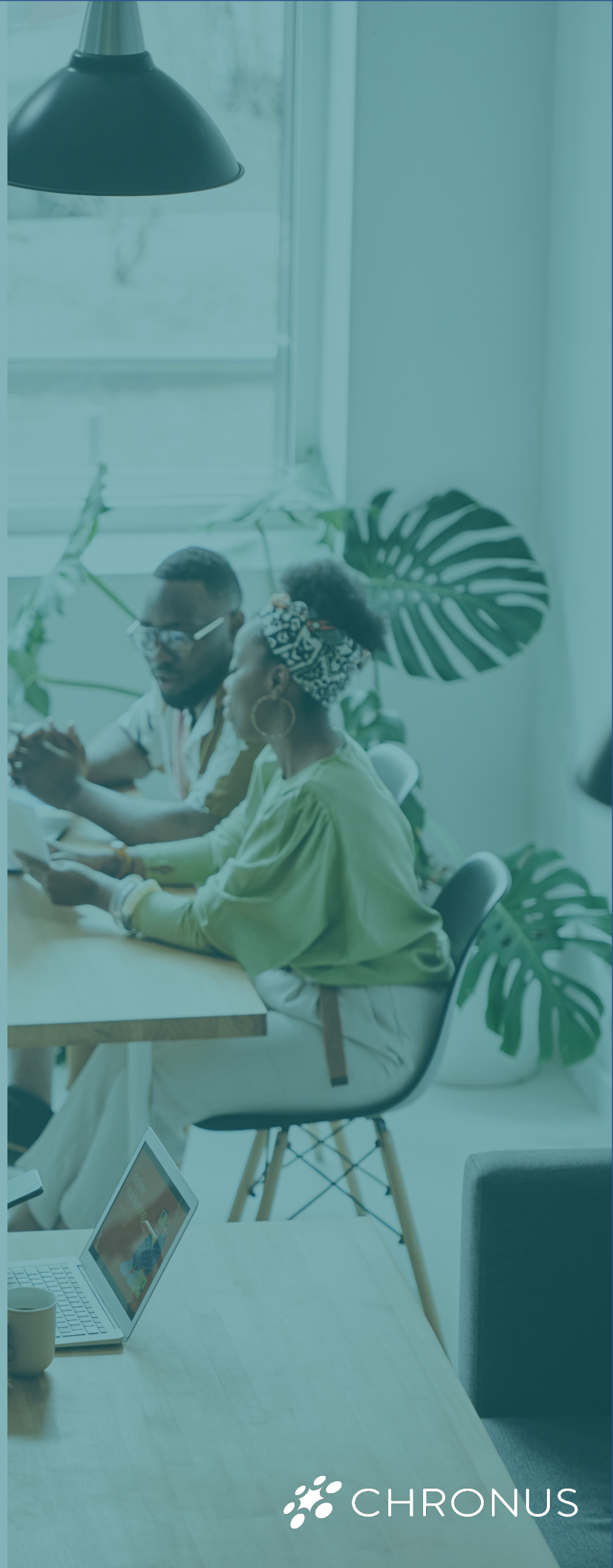


Mentoring Matching



How To Improve Matching

When looking to improve match rates, we suggest the following actions:

Review Number of Mentors

You might simply not have enough mentors, and you'll need to recruit more to have enough people to match across the entire mentoring pool.

Review the Type of Mentors

Another possibility is you might not have the right mentors in your mentoring pool. This means the skills and knowledge mentees are looking for might not be present, and you'll want to revisit who you've targeted and who you'd like to target to increase the number of mentors who possess the necessary skills. Once you've identified the desired mentors, repeat the recruitment steps we discussed in the previous section when looking to improve enrollment.

Mentoring Platform Tips



Review Your Match Report

For Chronus customers, we recommend reviewing your Match Report, a report that identifies specifically what skills and knowledge mentees are looking for, based on their profile questions. This will help identify what things mentees are requesting, and whether those match with the skills and knowledge your current mentors identify as having. Also in this report, you can make sure there are no barriers to matching, whether in the matching algorithm or the platform (e.g. remaining unmatched participants are in the same function, and your algorithm restricts people matching with someone in their same function).

Double Up Mentees With One Mentor

If you're still short on mentors, reach out to a selected list of existing mentors to see if they would be willing and able to take on an additional mentee.

Clean Up Your Mentoring Pool

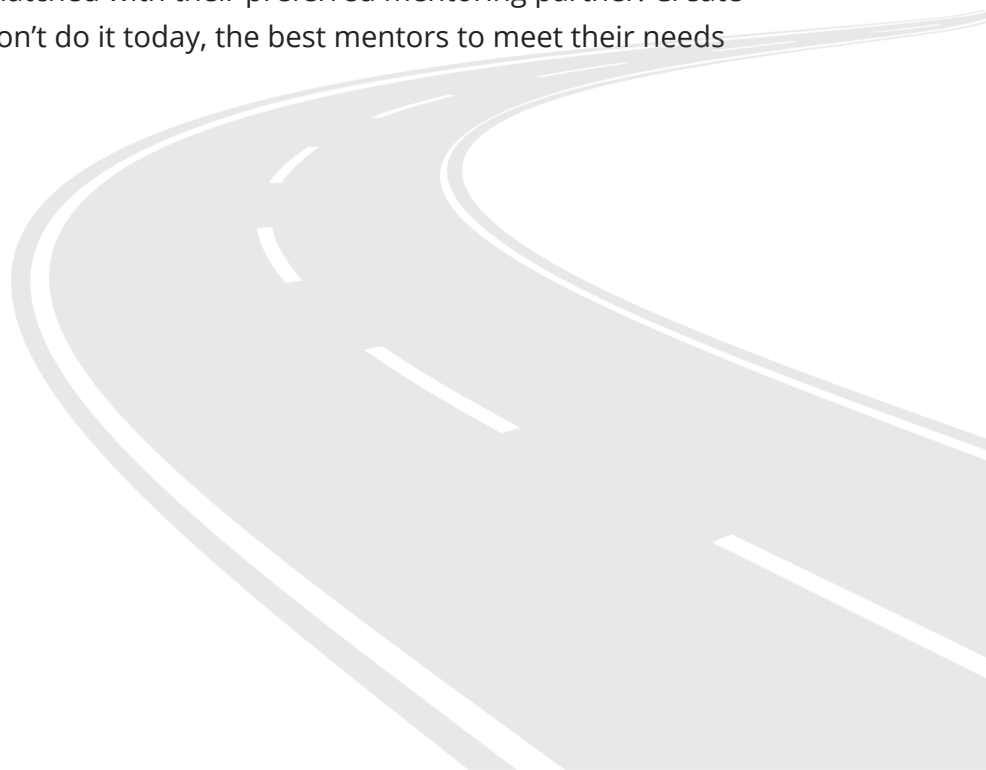
As we mentioned above, sometimes leaving inactive participants as active members of your mentoring pool can bring down your match rate, as well as affect other aspects of your program data. Whether you're closing out one cohort of participants and inviting another in or making sure participants that are no longer interested in engaging are removed from your program pool, clean and valid data will help improve your performance time and time again.

Ask Participants How They'd Prefer to Be Matched

For programs that have a Hybrid Matching style, we recommend asking mentees how they would prefer to be matched. Option one could be "I'll send out my own mentoring requests to mentors I determine to be a good fit for me" while option two could be "just match me with the best available mentor." This will help you better understand the desires of individual mentees when it comes to being matched with a mentor.

Utilize Nudges and Reminder Campaigns

Mentors and mentees get busy. If you're noticing a lag in matching numbers, make sure to send participants reminders to get matched with their preferred mentoring partner. Create urgency by reminding them if they don't do it today, the best mentors to meet their needs could be gone tomorrow.



Offer Up Mentor Recommendations

If your self match mentoring program is seeing low match rates, find ways to offer up recommended mentors, either based on your matching algorithm or options deemed best by program admins. Offering suggested matches can improve the likelihood of a mentee selecting and matching with a mentor.

Mentoring Platform Tips



Matching Algorithm

The Chronus matching algorithm considers what the mentee has noted they are seeking in their profile and uses AI-powered technology to serve up several compatible mentor recommendations automatically in the platform, reducing the time and effort of program admins producing recommendations manually.

Select Different Matching Style

If your existing matching style isn't working for your program, try a different one. If you're currently using self match, try hybrid matching. If you're using hybrid match, maybe admin matching would better suit your needs. Sometimes an organization's culture will gravitate toward one match type over another. Don't think that just because you initially selected one style that you must stick with it.

