

FENİKS WOMEN LEADERS IN SCIENCE MENTORSHIP PROGRAMME

RISK ANALYSIS

1. Risk Matrix

Risk analysis was evaluated according to **impact** (low, medium, high) and **probability** (low, medium, high) criteria.

Risk factor	Probability	Impact	Precautionary warnings
Lack of regular participation in the process by the mentor or mentee	Medium	High	Encouraging participation, establishing regular monitoring mechanisms, creating flexible programs
Disharmony of mentor-mentee	Medium	Medium	Establishing more precise matching criteria, granting the right to make changes after the initial meeting
Communication problems (between mentor and mentee)	Medium	Medium	Providing training on communication skills, regular feedback mechanism.
Loss of program effectiveness due to lack of interest	Low	High	Clearly communicating the benefits of the program, organizing inspiring events
Breach of confidentiality (sharing of personal information, trust issues)	Low	High	Having participants sign a confidentiality agreement, clearly defining ethical rules
Negative attitudes toward women's leadership and science (external barriers)	Low	High	Organizing awareness-raising events, introducing successful role models
Time management issues (delays in meetings due to mentors' busy schedules)	Medium	Medium	Alternative scheduling, flexible meeting times, support via online platforms
The program's unsustainability (inability to continue due to financial or organizational difficulties)	Medium	High	Collaborating with supporting institutions, exploring sponsorships and grants

Failure to meet the expectations of the mentor or mentee	Medium	Medium	Setting clear goals at the outset and making improvements through regular feedback
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2. Basic Risk Scenarios and Suggested Solutions

Scenario 1: Lack of regular participation in the process by the mentor or mentee

Impact of Risk: The program's effectiveness decreases, and the mentee loses support.

Solution: Clearly communicating expectations to mentors and mentees at the outset, establishing minimum participation requirements, organizing motivational activities.

Scenario 2: Disharmony of mentor-mentee

Impact of Risk: Due to lack of communication, the mentee cannot develop.

Solution: Allowing mentees and mentors to switch after the first few meetings, and clearly defining the matching criteria.

Scenario 3: The loss of interest in the program over time

Impact of Risk: The project loses its effectiveness before it ends.

Solution: Keeping the program alive through workshops, events, and social media announcements to ensure regular interaction.

Scenario 4: Occurrence of a confidentiality breach

Impact of Risk: Participants' trust is undermined, and the program is negatively affected.

Solution: Preparation of confidentiality agreements, emphasis on ethical rules in training.

Scenario 5: The program's unsustainability

Impact of Risk: The program ends after a few terms.

Solution: Establishing long-term support mechanisms through partnerships with universities, civil society organizations, or the private sector.