

Why Residents Need Mentorship

October 2014

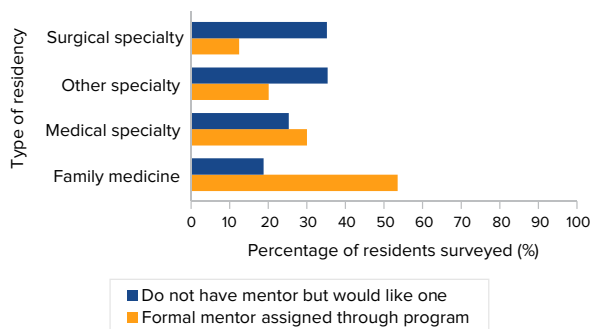
Mentorship is an essential component of the resident experience:

- An extensive literature review performed by Resident Doctors of Canada (RDoC) has demonstrated that mentorship provides benefits to the mentee, mentor, and medical community at large (see *RDoC Position Paper on Mentorship June 2013*).
- Mentorship fosters important network connections and generates personalized advice on how to be a successful practising physician while residents are developing their clinical and academic skills.
- Mentorship helps to prepare the next generation of physicians for positions in academic and clinical leadership.

There is room to improve the **mentorship** process

- A survey of Canadian residents* indicated that while some programs provide residents with a mentor, a significant proportion of residents do not have a mentor, and would desire one.
- Only 13% of residents with identified mentors are very satisfied with them. This may be in part because mentors are not chosen based on factors that are important to the resident.
- 68% of residents surveyed also would be interested in a service such as a mentor-match database.

Current Status of Mentorship in Canadian Residency

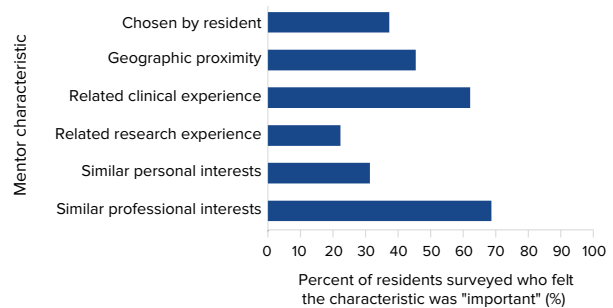


Who Should You Recruit to be a Mentor?

- Survey results indicate that most residents want a mentor who is close geographically and who has similar professional interests and related clinical experience.

- A perceived barrier of mentorship is the time commitment on the part of the mentor. However, residents are not necessarily looking for one mentor to have all the answers. Other mentors with similar research and personal interests should be encouraged.

Canadian Resident Physician Preferences for Mentor Characteristics



Bottom Line

- Mentorship provides benefits to the mentee, mentor, and medical community at large, however, many residents do not have access to mentorship.
- Recruit mentors who are close geographically, who have similar professional interests and related clinical experience for your mentees.
- An institution-specific mentor-match database would be beneficial.

* RDoC members include Canadian resident physicians who train outside of Québec. Resident physicians in Québec are under the jurisdiction of the Québec medical resident organization, la Fédération des médecins résidents du Québec (FMRQ).

Mentorship Essentials

1. Ensure there is a structured organization for mentorship in your residency program that offers residents an opportunity to have multiple mentors.
2. Clearly define the roles, responsibilities, and goals for both mentor and mentee in each relationship.
3. Match mentors and mentees appropriately.
4. Provide information and training on how to be an effective mentor or mentee.
5. Monitor and evaluate the success of your mentorship program through regular surveys, participant feedback, and data analysis.