

MASTERING RESIDENT MENTORSHIP

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BENEFITS OF MENTORING

- Positive correlation with professional development, productivity, and academic success
- More likely to be hired in desired specialties and pass board exams
- Increases job satisfaction
- Reduces resident burnout
- Advances diversity, equity, and inclusion in medicine

SETTING THE STAGE

Junior residents crave feedback, but don't always realize we are getting it at the time

- By setting a stage and designating a time pre-op or post-op for feedback will help us focus on a specific lesson attendings want us to learn and apply
- Pre-operatively: we can come prepared to attempt something in the case
- Post-operatively: we can remember and recall the case more immediately to gain new knowledge
- During the surgery, residents are unable to write or type what feedback we were given

THE LITTLE THINGS

Ask questions

- Open-ended
- Not just “pimping”

Spend time with residents

Be available

Be approachable

Be engaged in the conversations

Give constructive criticism

- And praise!

Debrief/troubleshoot tough cases

Encourage questions and discussions about:

- Patients/cases
- Professional development
- Life