

Resident Mentoring

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Mentoring

- A more experienced mentor enhances and guides the professional development of a mentee via sharing their knowledge and experience, often through direct advising. In our context this is helping young physicians thrive in residency and beyond.

COACHING

MENTORING

Formal

Task oriented

Improve specific skill

Short duration

One direction

May or may not be
Confidential

May be Supervisor

Requires initial skill assessment

Pairs inexperienced person
with experienced

Beneficial to inexperienced
person

Underutilized in medical
field

Formal or informal

Relationship oriented

Career Development

Long duration

Bidirectional

Always Confidential

Shouldn't be Supervisor

Initial assessment not needed

Is Mentoring Important?

- Positive correlations with professional development, productivity, and academic success
- Increases well being, decreases burnout, increases satisfaction
- Residents are often “professional students” and residency their first “real job”
 - Increasingly seeking/expecting mentoring

Key Points

- Advisor/Advocate/Guide/Facilitator
- Assigned vs chosen
- Not passive process
- Importance of face-to-face time
 - Expand contact points/“precharting”
- The goal is to keep the goal the goal
 - Danger of accretions
 - If you focus on everything, you focus on nothing

Techniques

- Set expectations
- Open ended questions
- Time
- Break bread together
- Hub and spoke

The End

