

## Mentorship Guidelines

### Faculty Mentor – Resident Mentee

- Goals:
  - Provide a touchpoint for each resident throughout the academic year
  - Provide academic support
    - Recognize resident's successes
    - Acknowledge resident's needs for growth
  - Provide career support
    - Explore resident's professional interests
    - Link resident to other potential mentors
    - Discuss research opportunities
    - Support decisions related to career and life post-residency
  - Provide personal support
    - Understand resident as a unique person
  - Serve as a model of professionalism and integrity
  - Remain open to sharing one's journey in medicine and related issues such as work-life balance, career challenges, and career rewards
- Expectations:
  - Provide safe, non-judgmental support to each resident.
  - Respect each resident's individual journey and career interests.
  - Maintain confidentiality. In rare instances of concerns for resident safety or wellbeing, seek out help for resident.
- First meeting:
  - Schedule your first meetings with each mentee in July.
  - This meeting should be in-person.
  - Together with each resident mentee, set clear expectations for the mentor-mentee relationship (goals, meeting frequency, etc)
- Frequency:
  - Faculty mentors should check in with each mentee monthly for the first quarter of the academic year, then at minimum quarterly thereafter.
  - At least three meetings each year should be in-person and more if possible.
- Sample questions for faculty to resident:
  - Tell me about yourself.
  - What are your interests within medicine?
  - What are your interests outside of medicine?
  - How are you involved in the community?
  - What personal supports do you have in place?
  - What are some of the challenges you are facing right now and/or have faced as a resident?
  - What are some of the successes you have achieved as a resident?
  - What are your strengths?
  - What are your opportunities for growth?
  - What are your goals as a resident this year?

- What are your career goals?
- When you envision your life in 5-10 years, what do you see yourself doing both professionally and personally?
- What do you hope to gain from my mentorship?
- What are your expectations of me as a mentor, and how can we make this a successful relationship?
- What are you excited about right now?
- What are you finding challenging right now?
- Outside of the program, what is going on in your life right now?
- How can I best support you?
- Sample questions for resident to faculty:
  - Tell me about yourself.
  - Why did you want to serve as a mentor?
  - What are your expectations of me as a mentee, and how can we make this a successful relationship?
  - What advice would you give to a resident at my level of training?
  - Why did you choose your career path?
  - What are your interests outside of medicine?
  - What is your biggest reward on a daily basis at work and in your career?
  - What is your biggest frustration or challenge at work and in your career?
  - What is life like in your specialty both at work and in terms of work-life balance?
  - What do you like about your field?
  - If you could change anything about your career what would it be?
  - What advice do you wish you had been given when you were at my point in your career?
  - Do you have advice on how I can network within my desired career?
  - How do you maintain work-life balance?
  - How do you avoid burnout?

Resources:

- <https://www.fammed.wisc.edu/files/webfm-uploads/documents/diversity/Mentorship-Toolkit.pdf>
- <https://www.cma.ca/physician-wellness-hub/topics/mentorship-health-care>
- <https://www.marshfieldclinic.org/education/residents-and-fellows/well-being-committee/well-being-topics/managing-your-residency/mentors>
- <https://residency.wustl.edu/choosing-a-specialty/questions-to-ask/>
- <https://resources.nejmcareercenter.org/article/physician-mentorship-why-its-important-and-how-to-find-and-sustain-relationships/>
- <https://www.togetherplatform.com/blog/29-questions-to-ask-your-mentor-in-your-next-meeting>