Mentoring Residents

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Icebreaker

- Share an experience from your residency training about mentoring you were the beneficiary of...

- What did you learn from that mentor?

- How did it influence your career?

- What aspects of the relationship were most helpful to you?

- Was this person your only mentor?
Your Roles and Goals

Objective:
Address your needs for more effectively mentoring residents
Agenda

- Address your goals
- Why engage residents as mentees?
- Projects for mentors with residents
- Opportunities to get to know residents
- Ways to build the relationships/ideas
- Generational issues
- Realistic expectations
- Products of the mentoring relationship
- Opportunities to advance the cycle
Why engage residents as mentees?

Multiple perspectives

- The resident perspective
- Your perspective
- The institution
- The greater good
Opportunities Mentoring Projects

- Scholarship
  - Posters, papers, case reports
  - Book chapters, webpages
  - Evening of Scholarship
- QI project
- Advocacy project
- Career development advice
- Individual development
- “Special months”
- National or other meeting attendance
- Grand Rounds
- Life advice
Starting the Relationship

- Openness to it is the first key
- Clinical work together
- Delivering feedback
- Sharing an idea
- Emailing the group with an opportunity
- Presenting a noon conference
- EOS attendance
- Being known as approachable
Issues of culture, gender, etc.

- Mentees seek mentors in whom they can see their future selves

- We don’t have enough different types of mentors to meet the broad spectrum of need in mentees
  - Good mentors can build relationships across divides
  - Find the similarities…build the relationship
  - Similarities can always be established around good doctoring

- “You remind me of myself when I was your age.”
Attributes of a Successful Mentoring Relationship with a Resident

- Approachability
- Responsiveness and follow through
- Establishing a vision or goal for the mentee
- Active project management
  - Knowing their background with similar projects
  - Pre-planning regarding their schedule
    - Asking about jeopardy months, electives
  - Setting deadlines for small pieces of the project
- Realistic expectations
- Some projects will fail....

- Sharing of yourself....knowing you is what residents want most
Generational Issues

https://www.youtube.com/watch?v=Sz0o9clVQu8
https://www.youtube.com/watch?v=C1a6M3dBNwc
Tricks with big bang for the buck

- The “thinking of you” email
- Follow up of a conversation
- Something off campus together
  - Sharing your “real life”
- Nighttime or weekend clinical work together
- A research meeting
- Skip conference together for lunch
Opportunities to advance the cycle

- Handing off projects as residents advance
- Small group mentoring
  - The PICU interest group for example
- Sharing examples of prior success
  - Poster templates
  - Papers written by residents
- Making new connections for mentees
In summary: one useful idea from this time together....
A hand up is a step ahead