

## Evaluation of Mentoring Program for Junior Doctors in SingHealth

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### Introduction

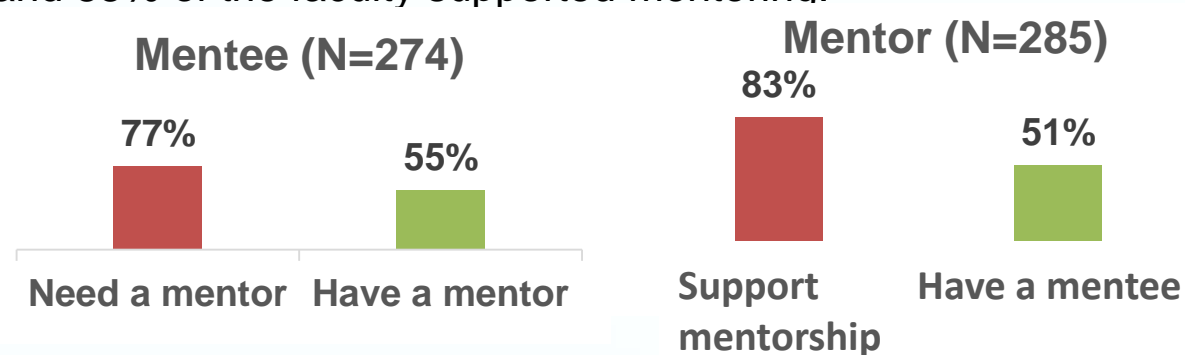
Mentoring in medicine is well recognized as an essential component of successful professional development, career satisfaction and productivity for junior doctors. This study aims to evaluate perceptions of mentoring and to identify any barriers or facilitators to the existing mentorship program in SingHealth.

### Methodology

Two 26-question questionnaires were developed, one for junior doctors undergoing training (mentee) and one for training program faculty (mentor). Questionnaires cover 4 domains: demographics, perception of mentoring, implementation, and evaluation of mentoring programs. Questionnaires were pilot tested in 2017 among residents and faculty of SingHealth Internal Medicine, and subsequently administered anonymously across all SingHealth training programs from September to December 2018.

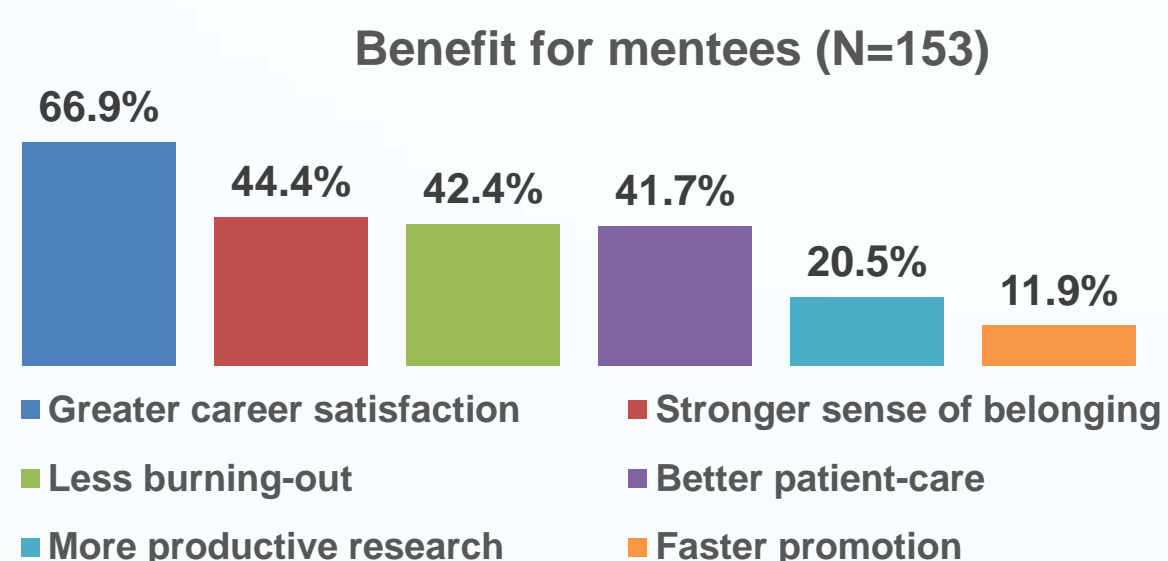
### Results

The overall response rates were 11% (274/2343) [resident: 22% (195/884), non-resident: 5% (79/1459)], and 20% (285/1403) for the mentee and mentor questionnaires respectively. Majority of junior doctors (77%) thought it was necessary to have a mentor, and 83% of the faculty supported mentoring.

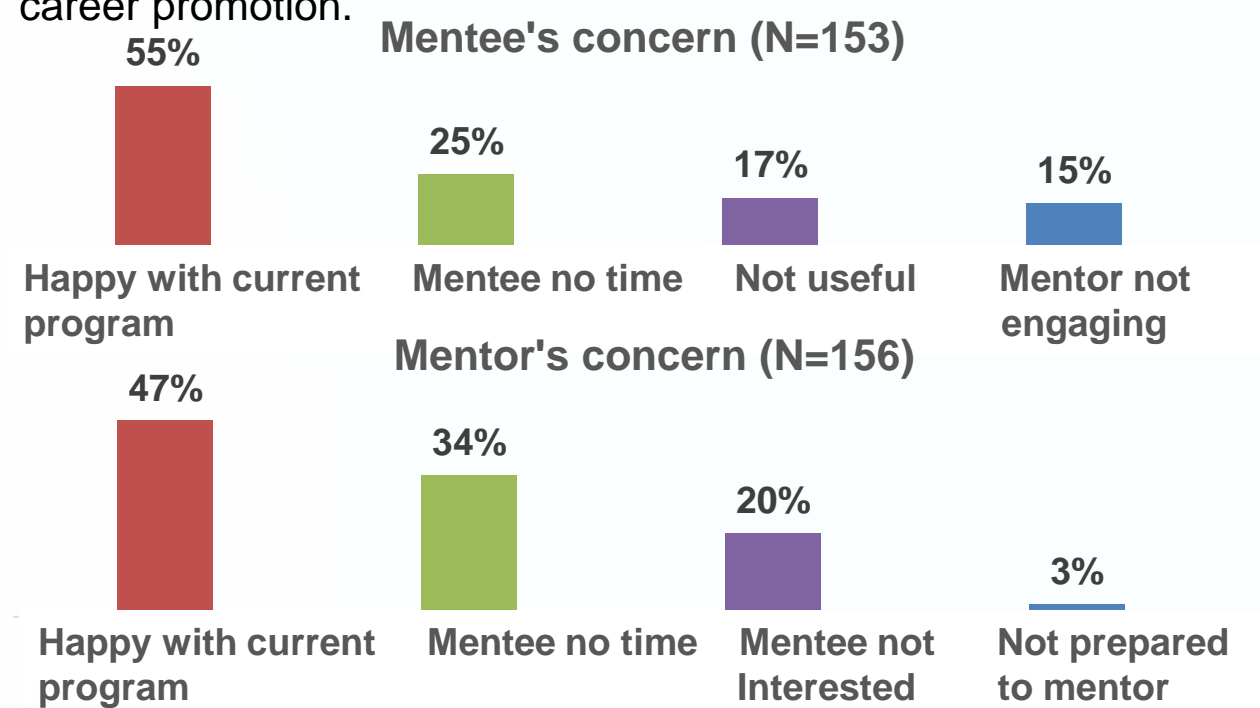


Expectation of mentoring	Mentee's response (N=153)
Most useful	Career development (55%)
Least useful	Stress reduction (35%)

Fifty-five percent of mentees ranked "Career development" as the first (39%) or second (16%) most useful support from an ideal mentorship, while 35% ranked "Stress reduction" as the least useful.

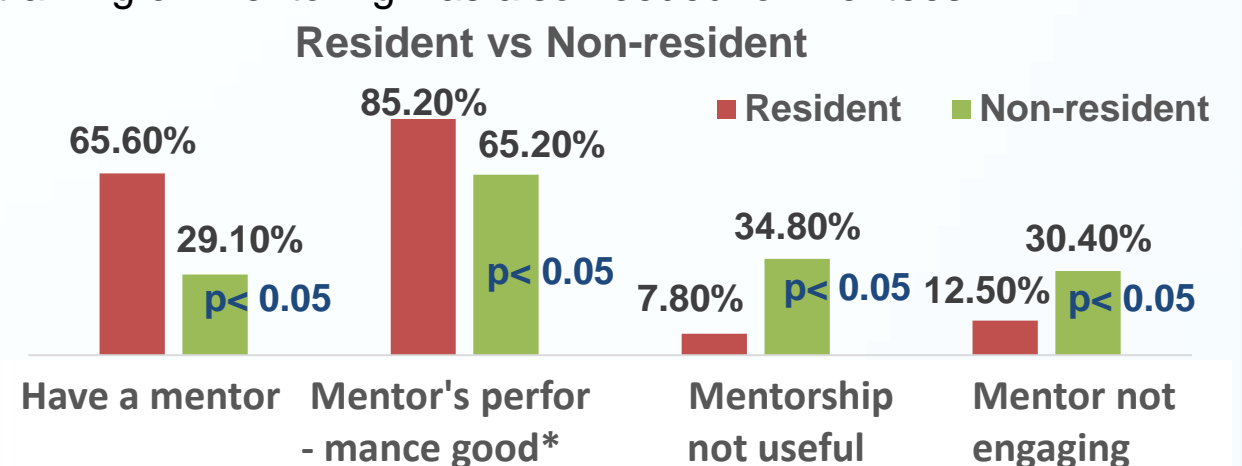


Mentees perceived the greatest benefit from mentorship in career satisfaction (67%), sense of belonging (44%), and lower burnout (42%). While only 12% reported benefit to career promotion.



Mentoring knowledge	Mentor's response (N=156)
Self-rated mentoring knowledge (1 to 5) Mean [S.D.]	3.3 [0.7]
Sufficient % (Rating >=4)	34.2
Had formal training on mentoring %	33.6
Need mentoring training %	89.7
Preferred training format on mentoring (%)	Workshop on mentoring (56.8)

Although 66% mentors thought their mentoring knowledge were insufficient and 90% thought they needed training, only 34% had formal training on mentoring. Additionally, 70% mentees thought training on mentoring was also needed for mentees.



\* Defined as mentor's performance was rated as 4 ≥ (1-5)

Compared with residents, non-residents had lower prevalence of mentoring (29% vs 66%, p < 0.05) and lower satisfaction rate of current mentorship program (41% vs 65%, p < 0.05).

### Conclusion

Majority of respondents supported the mentorship program. The current program was reported to improve mentees greater career satisfaction. Concerns reported by respondents suggested possible lack of common understanding and commitment to the mentor-mentee relationship. This study also showed an unmet need of formal training on mentoring for both mentors and mentees. More support is needed for non-residents to get a mentor and make the program more relevant.