

00520 Evaluation of Mentorship Program in SingHealth Medical Residency Program - Mentors' Perspective

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Aims: SingHealth medical residency program includes a mentorship program. This study evaluated mentors' perceptions of the mentorship experience they delivered and sought to identify any barriers or facilitators to the program.

Methodology: A 24-item online questionnaire was developed and administered anonymously from 17th-Sep-2017 to 28th-Sep-2017 to SingHealth internal medicine and senior medical sub-specialty residency faculty.

Result: 47 faculty from SingHealth medical residency programs completed the questionnaire. 68% reported currently having a resident mentee, and 100% had their mentees assigned to them. 21% rated their performance as a mentor "good" or "very good". Although 85% thought training in mentoring could assist them to be a more effective mentor, only 17% had prior training. 64% were in favour of mentorship program, and 68% agreed or strongly agreed they personally had greater career satisfaction from being a mentor. 70% reported they themselves had a mentor previously. Out of this group, 21% thought their prior experience as a mentee was not useful. Faculty who thought their prior experience as a mentee not useful also tended to view the mentoring less positively compared with the others ($p < 0.05$). "Not enough interaction" was cited as the primary reason for the experience not being useful. The study also showed mentors who were in favour of mentoring tended to spend more time on face-to-face meeting with mentees ($p < 0.05$).

Conclusion: This study revealed an unmet need of training in mentoring for mentors. More importantly, the study showed mentors' past experience as mentees influenced their opinion of mentoring and thus their mentoring behaviour. This behaviour in turn may affect current mentees' (future mentors') opinion of mentorship. Therefore, it is important to develop effective mentorship training structures to optimize benefits of mentorship for current and future mentees.