


Developing people for health and healthcare


Fitness to Practice: The Mentoring Force Awakens

Regional Trainers' Conference
January 20th 2016
Tom Howling




Health Education North West

Session Objectives – The 'Mission'



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- What is a mentor?
- Why do we need mentors?
- Where does mentoring fit in the role of an educational supervisor?
- Explore problems with mentoring trainees.
- Share mentoring 'top tips'.



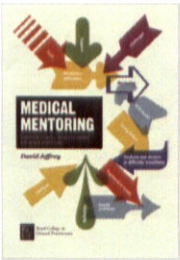
A New Hope: R2D2 and C3PO set out on a mission

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My exciting new read....



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- David Jeffrey
- GP and palliative care
- Academic mentor in Dundee Medical School

- Support
- Mentoring
- The Mentoring Relationship
- Transitions
- Feedback
- Reflection
- Role model
- Facing failure
- Health problems
- Psychosocial issues
- Workplace difficulties

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Why is mentoring important?



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- Not done well by all
- Unmet need for mentoring as a source of support
- Common problems in training

"It is difficult to understand why some doctors who take so much care of their patients fail to extend the same level of concern to students, trainees or their peers. It is likely that all doctors struggle at some time in their careers either before or after graduation. Medical education can be perceived as competitive and stressful both in the undergraduate years and during training to become a general practitioner."

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What is Mentoring?



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Many definitions of mentoring – focusing on different aspects

Mentoring is a process of **providing support, advice, knowledge and wisdom** for the benefit of another individual (a mentee).

Standing Committee on Postgraduate Medical Education:
Mentoring is a process whereby an experienced, highly regarded person (the mentor) guides another individual (the mentee) in the development of his or her own ideas, learning and personal and professional development.


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Why do we need mentors?



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- Support helps development
- Extra support at transition points in career
- Providing support is GMC requirement of training programme
- Students usually only seek help when things go wrong, eg exam failure – proactive support should be available
- Extra pressures and change
- Doctors traditionally are really bad at looking after themselves – high rates of alcoholism, burnout...



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Role of Educational Supervisor

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A Venn diagram with three overlapping circles. The top circle is red and labeled 'Administrator'. The bottom-left circle is blue and labeled 'Educator'. The bottom-right circle is green and labeled 'Mentor'. The intersections between the circles represent the combined roles of these functions.

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Roles of a Mentor

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- Sounding-board
- Advisor
- Referee
- Colleague
- Networker
- Confidante
- Supporter
- Empathiser
- Coach
- Advocate
- Critical friend
- Problem solver
- Mirror
- Role model

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Qualities of a Mentor

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- Patience
- Confidence
- Competence
- Commitment
- Integrity
- Kindness
- Coach
- Humour
- Humility
- Counsellor
- Organiser

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How Much Support?

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A 2x2 matrix diagram. The vertical axis represents 'Support' (High at top, Low at bottom) and the horizontal axis represents 'Challenge' (Low on left, High on right). The four quadrants are:

- Top-Left (High Support, Low Challenge):** Comfort Zone. Characteristics: Boredom, Unproductive stress-free, Taking it easy.
- Top-Right (High Support, High Challenge):** High Performance. Characteristics: Continuous learning, Innovation, Creativity, Development and growth.
- Bottom-Left (Low Support, Low Challenge):** Apathy. Characteristics: Disengagement, Low motivation, Lack of progress.
- Bottom-Right (Low Support, High Challenge):** Stress. Characteristics: Aporetisation, Unproductive stress, Reduced performance.

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How well placed are Educational Supervisors to act as Mentors?

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Advantages	Tensions / Potential Problems
<ul style="list-style-type: none"> • Transferable skills of a GP • Communication skills • Holistic care • Clinical skills • Problem-solving skills • Support network 	<ul style="list-style-type: none"> • Can slip into GP role • Formative vs Summative • Pressure of work – time • Awareness of help <p>“A mentor should not have an assessment role”</p>

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Sources of Trainee Support

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- Educational Supervisor
- Clinical Supervisor
- PCME
- TPD
- HENW
- Employer including Occupational Health
- GP
- BMA
- Defence Organisations
- Sick Doctors Trust

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