

INTERNAL MEDICINE RESIDENCY MENTORSHIP PROGRAM

DEFINITION

“Mentorship is the activity of giving a younger or less experienced person help and advice over a period of time, especially at work or school.”

-Cambridge dictionary-

PURPOSE

This structured program is organized to provide internal medicine residents with an opportunity to connect with a mentor for three main purposes:

1. ACADEMIC SUPPORT:

During residency, residents will have to face multiple challenges regarding different parts of their training. With a mentor’s guidance, mentees can identify their shortcomings as well as their strengths. It will further translate into specific goals for the residents and ensure their academic excellence at the end of their training.

2. PROFESSIONAL DEVELOPMENT:

Internal Medicine Residents (IMRs) will need many opportunities to explore their area of interest. A mentor can provide IMRs with research and networking opportunities. In addition, a mentor in a specific sub-specialty can support IMRs in achieving their professional development targets efficiently.

3. PERSONAL GROWTH & WELL-BEING:

In medical education, well-being of trainees is vital for their success. Mentor-mentee relationships can help reduce burnout rate and improve IMRs’ resilience.

BENEFITS FOR MENTOR

- Opportunities to hone communication and leadership skills.
- Connection with younger generations with fresh perspectives.
- Personal fulfillment.

MENTOR RESPONSIBILITY

- Have a one-on-one meeting with mentee at least once every three months (four times per year).
- Build a positive relationship with trust and mutual respect.
- Be an active listener; encourage personal and professional growth.
- Provide guidance and expertise.
- Act as a role model.
- Maintain boundaries and confidentiality.

PROGRAM STRUCTURE

- The matching process will start at the beginning of each academic year.
- Each faculty can mentor a maximum of 2 mentees.
- Due to the small number of IMRs as well as their unique preferences, many faculties will not have a mentee during this academic year.
- Both mentors and mentees can request to change previous matched pairs or to withdraw from the program at any given time without the need to provide specific reasons.