



McGill University Pediatric Residency Mentorship Program Resident Description

Why do I need a mentor?

Mentorship programs have been successfully integrated into North American residency program with excellent feedback from residents for many years now. They exist to pair you with a faculty who can provide you advice and expertise from someone who's "already been there." A successful mentoring relationship has a number of benefits including guidance and support with training issues (eg elective choices, research projects, and fellowship programs), current and future career plans and work/life balance decisions).

Choosing a Mentor

An ideal mentor is someone who you will "click" with and there are no hard rules as to what their career/personal profile should look like (research/clinical, early/mid/late career, hospital/community based etc..). While it would be ideal for you to find and choose your own mentor, it is likely you will not have had a chance to meet all the faculty by that point. As such the mentorship coordinators will be there to help pair you with a mentor.



Tips to a successful mentorship relationship

There are no rules for how to mentor, or be mentored, and different individuals have different needs. The key ingredient, however, appears to be a genuine commitment from both parties

1. It is worthwhile to try to define your expectations for the mentoring relationship from the start. The mentor will be there to help you do this.
2. Be enthusiastic, ambitious, and curious when discussing your interests and goals with your mentor.
3. Be receptive to feedback and suggestions
4. We suggest that you meet with your mentor at least 2-3 times each year with one of these meetings outside of the hospital/academic setting
5. Your mentor does not need to be "all knowing" in all areas and may not always have the answers you are looking for. In some circumstances they may act as a facilitator and assist you in gaining access to needed help or expertise, without necessarily providing it firsthand.
6. This relationship with your mentor should not preclude you from seeking guidance from your program directors, other faculty or from other McGill resources.
7. You may choose to share your evaluations and progress with your mentor; however you are under no obligation to do so.
8. Unless told otherwise, you should assume your discussions with your mentor remain confidential.
9. Mentors and residents are not expected to spend time chasing down one another (e.g., if you are having trouble keeping scheduled meetings). If things are not working out, let the mentoring program coordinators know - there is the option to have mentors and residents reassigned.
10. If you are to be away for extended periods – we suggest you notify your mentor.
11. The program coordinators are available to you for any questions or concerns. Feel free to call for help if needed.

McGill Pediatric Residency Mentorship Coordinators



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Adapted based on:

1. University of Ottawa Medicine Resident Mentoring Handbook
2. Northern Ontario School of Medicine Residency Mentorship Program
3. Virginia Commonwealth University - Mentorship Manual for Medical Students