

DEVELOPMENT OF A MENTORING TRAINING PROGRAMME FOR PEER MENTORS

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Background

- There is a general consensus from the literature that training for mentors is a key component for mentorship to be effective.
- Peer mentoring is recognised to be beneficial for mentees however little has been focused on the learning experiences of peer mentors.
- A recent mapping exercise in South London has shown that there is currently a wide range of different training processes provided for peer mentors but it is unclear which form of training is most effective to prepare the mentors.
- Our aim is to evaluate the learning experiences of peer mentors participating in a peer mentoring scheme for Foundation and Core Trainees in Psychiatry.

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Methods

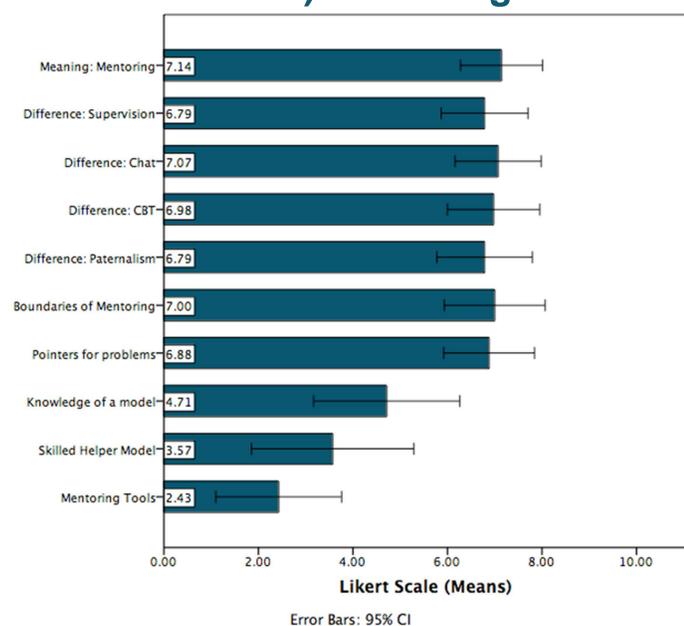
- We deliver two 1-hour mentoring training sessions which include elements of didactic teaching, skills demonstration, role plays and small group discussions to all potential peer mentors.
- Half way into the 6-month mentoring experience we deliver one 2-hour mentoring workshop which aims to refresh mentoring skills and also acts as group supervision.
- Pre- and post-mentoring experience questionnaires are used to evaluate the participants' knowledge and skills about mentoring.
- In self-administered learning questionnaires mentors are asked to evaluate their knowledge and skills on a 10-point Likert Scale (0 = no knowledge/not confident; 10 = full understanding/very confident).
- At the end of the 6-months' peer mentoring relationship, the peer mentors are asked to provide further structured written feedback about their learning experiences.

The Learning Questionnaire

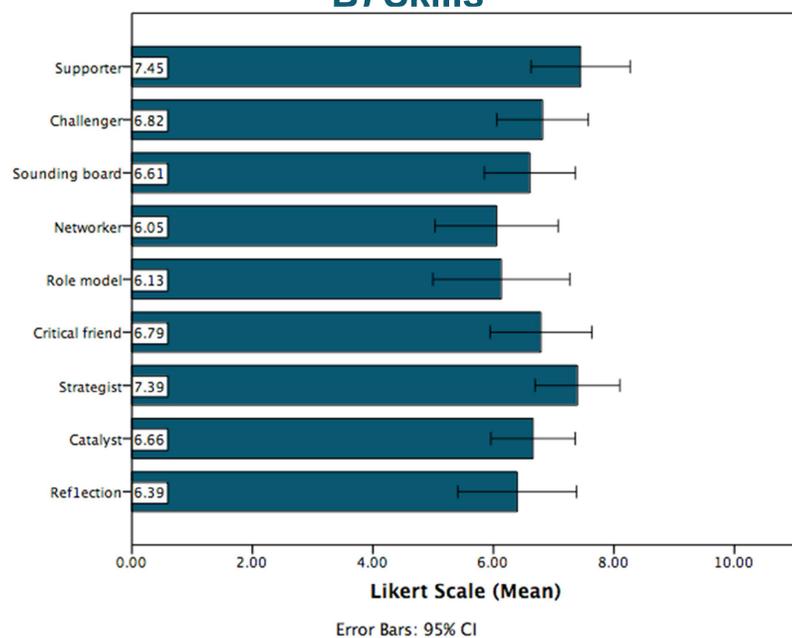
Knowledge	Skills
I know what mentoring means.	Supporter
I know how mentoring is different from supervision.	Challenger
I know how mentoring is different from a chat with a friend/colleague.	Sounding board
I know how mentoring is different from (cognitive behavioural) therapy	Networker
I know how mentoring is different from paternalism.	Role model
I know what the boundaries of mentoring are.	Critical friend
I know where to point mentees if I feel I am not the right person to support them with a particular problem.	Strategist
I am familiar with one model of mentoring.	Catalyst
I am familiar the Egan Skilled Helper Model.	Reflection
I am familiar with some mentoring tools or techniques (e.g. Johari Window, Brainstorming, Force Field Analysis, etc.)	Supporter

Results of Learning Questionnaire

A) Knowledge



B) Skills



Discussion & Conclusions

Trainee doctors in psychiatry have good knowledge of mentoring and feel confident about skills required to be a good mentor. They are less knowledgeable of formal mentoring models and their application. We are currently half-way into this cohort of peer mentoring experience; results of the post-experience evaluation will be available at a later stage. This training programme for peer mentors builds on existing strengths and equips participants with a universally applicable skill set, which can also be transferrable to other areas of a doctor's career. It is a relatively short and cost-effective peer mentoring training programme. Feedback will be used to improve the quality of this programme.