The “U&Me” Near-to-Peer Mentor Program at The Royal Melbourne Hospital: Mentee and Mentor Perspectives

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Rationale for the U&Me Mentoring Program

Why Mentor?
• Peer support
• Develop skills
• Decrease stress
• Improve culture

Why Near-to-Peer?
• Friend/colleague vs supervisor
• Similar career stage
• Understand the stressors
• Recognise the importance of work-life balance!

Feedback from 2015 U&Me Mentors (Complied by Lynne Denby, 2015)
What is the U&Me Program?

Incoming intern mentee matched with PGY2 mentor
- Every intern at RMH is matched
- Mentors must apply

Program starts before the first day of internship
- U&Me group events (BBQ, breakfast)
- One-on-one

Formal training program for mentors
- Delivered by a clinical psychologist
- Flexible
The U&Me Mentor Training

1. Preliminary mentor training
2. Emotional intelligence
3. Identifying signs of distress
4. Personality types
5. Participating in teaching
6. Mentor-mentee activities

Image courtesy of Lynne Denby (2014)
The U&Me Mentee Perspective

When starting out as an intern in a brand new hospital, it’s nice to have:
- Practical support
- A friendly face

As you progress throughout the year, it’s more about:
- More practical support...
- Developing the relationship
Mentor Perspective - When it goes well, everybody wins

An opportunity to contribute

Professional and personal development

New skills gained

Skills Strengthened

Relationship resulted in positive outcomes for mentee

Feedback from 2015 U&Me Mentors (Compiled by Lynne Denby, 2015)
Mentor Perspective - Sometime it isn’t perfect...

Dynamics are different in a peer relationship

Mentor training sessions provide an opportunity to workshop problems

Feedback from 2015 U&Me Mentors (Compiled by Lynne Denby, 2015)
The U&Me Program: The Future

Future Royal Melbourne Junior Medical Staff Mentor Bank

Image courtesy of Lynne Denby (2015)
Thank you!
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