

## Tip Sheet for Resident Mentees

**\*CLIMB Faculty Mentorship Program / Tip Sheet for Mentees: Residents As Mentors (RAMs) Program, June 2021**  
**Dr. Eric Woollorton, Dr. David Tobin** \*CLIMB: Clinical, Leadership, Investigation, Medical Education, Best Self

### Tips For Resident Mentees

Welcome to the uOttawa Department of Family Medicine, and your journey as a family medicine resident! We want to see you succeed and we have started a new “Residents as Mentors” (RAMs) program. We hope to help you overcome some of the common challenges experienced by residents. You will be paired with a more senior (PGY2) resident and/or faculty member who “know the ropes”, is a good role models, and is keen to help you succeed in your goals. This is a pilot in 2021/2022 and we will need your feedback on how this is working.

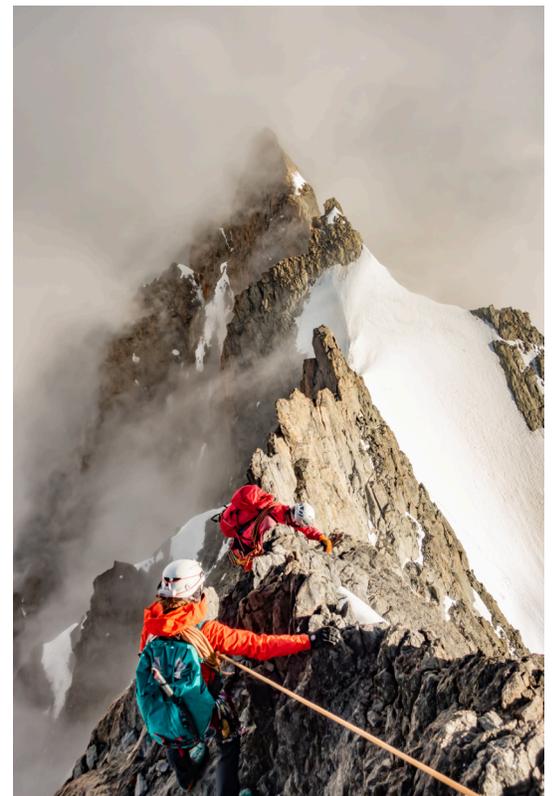
The relationship between mentor and mentee is one of equals, where the mentor respects and supports the learning, development and growth of a mentee by giving support, feedback and assistance to empower the mentee.

Your mentor is one of the many people here to respect and support you. You will also be supported and mentored by many others including your preceptor, other supervisors and colleagues, your unit-postgraduate director and the program postgraduate director, the administrative staff and the uOttawa Wellness program. Meeting your mentor is NOT in place of the supports from these individuals – the mentorship program is extra.

### How can you help the mentorship relationship work as a mentee?

#### Expectations of mentees:

- Recognize you are on a journey, have challenges to overcome, or something you want to achieve
- Recognize we all have learning needs we can perceive, and some that are harder to notice (without someone like a mentor pointing things out to us, like a preceptor or mentor)
- Be prepared to share your thoughts, and describe your situation with your mentor
- Own setting up a time that works for your mentor and you, and bring an agenda for 1-2 things you would like to discuss (or would like support for), and show up on time
- Take ownership for your growth and development: this is your journey, not your mentor’s



**Questions? Contact Rebecca Celestin at [facdevdfm@uOttawa.ca](mailto:facdevdfm@uOttawa.ca)**



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### Mentoring Process:

- You will be assigned a mentor who is a PGY2 volunteer and a backup faculty mentor as well. If you are unhappy with your assigned mentor, or there are any concerns, contact us.
- Plan to meet formally with a mentor for 30-60 minutes, 4-6 times a year (in person or virtually)
- Reflect on what you need and struggle with: remember these are mostly second-year residents and not professional counsellors, coaches, or mental health experts.
- Be honest and willing to engage with a mentor, and listen actively to their advice, and consider which aspects to follow
- Ultimately you take ownership of your performance, learning, skills acquisition: the mentor is there to support you, but you bring the effort and perseverance
- Mentors give advice, support and tell stories. But they will also want you to reflect actively on the challenges you are facing and the possible solutions you see
- Ask yourself: "What would you like to hear more about?" and "How is my situation similar/ different from what the mentor is describing?"
- Maintain confidentiality, and professional boundaries

### Consider focusing on an issue, for example:

- "Work-life balance": advice on being efficient and managing your time or outside pressures (e.g. sick family members or other stresses in the family, kids, spouse), booking a vacation, being an international graduate, understanding the local system
- "Exploring career goals", discussing which parts of medicine you enjoy more/less of, making plans for future opportunities, working sustainably and finding your niche, when to volunteer/serve/ lead / teach, opportunities in the program and outside
- "Dealing with emotionally challenging situations at work": in specific clinical settings, or with certain types of patients, making a mistake, dealing with people you perceive are "mad" at you, sad situations, dealing with uncertainty (when we don't have the answer), dealing with disconnects with supervisors, getting feedback you did not like, feeling like an imposter, feeling burnout
- "Meeting your academic requirements": stressors when overwhelmed, research /QI project deadlines and stresses, feeling overwhelmed, loss of control need to study for the exam and do presentations, planning timelines, getting things done

### Notes



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### Mentorship Process in General for Mentees:

- Remember this is an add on, not meant to distance you from your primary preceptors or other supports
- Monitor your relationship: contact Dr. Tobin if this is not working out, if you simply want a change, or if there is a disconnect with your mentor
- Share your feedback on the program with us (directly or anonymously), on how mentorship helped you, or what you needed more of or less of

### A summary of other supports, including counselling and wellness supports

- CLIMB Faculty Mentorship Program:  
**Dr. Eric Wooltorton**, Office: 613-761-4334  
Email: Eric.wooltorton@uOttawa.ca
- Residents As Mentors (RAMs) Director:  
**Dr. David Tobin**, Office: 613 738-5691  
Email: dtobin@uottawa.ca
- Manager of Postgraduate Education:  
**Kim Rozon** (pgmanagerdfm@uottawa.ca)
- Director of Postgraduate Education:  
**Dr. Edward Seale** (erseale@gmail.com)
- Medical students can contact the Student Affairs Office by phone at 613-562-5800 x 8136 or email at medsa@uottawa.ca to connect with counsellors and other resources.
- Wellness program: Residents, graduate students and faculty can contact the Faculty Wellness Program: 613-562-5800 x 8507 email wellness@uottawa.ca
- PARO support line for residents available 24/7 at 1-866-Help-Doc
- International students can contact the University's

### Other recommended supports include

- Your family physician
- Your chief residents
- Your unit postgraduate director
- Your unit postgraduate administrators
- OMA Physician Health Program (1-800-851-6606)
- Mental Health Crisis lines 24/7  
613-722-6914 (in Ottawa) and  
1-866-996-0991 (outside Ottawa) Tele-aide  
Outaouais 1-800-567-9699
- TOH peer support program:  
[https://med.uottawa.ca/professional-affairs/sites/med.uottawa.ca.professional-affairs/files/peer\\_support\\_program\\_faqs\\_0.pdf](https://med.uottawa.ca/professional-affairs/sites/med.uottawa.ca.professional-affairs/files/peer_support_program_faqs_0.pdf)

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