2019-08-15: Peer Mentorship Programs: What Type of Training Is Needed and What Are the Potential Benefits?

The following links were shared during the chat:

- The Patient-Physician Relationship. Teaching the Human Dimensions of Care in Clinical Settings
- Online Mastermind Groups: A Non-hierarchical Mentorship Model for Professional Development
  [https://www.cureus.com/articles/11233](https://www.cureus.com/articles/11233)
- A Facilitated Peer Mentoring Program for Junior Faculty to Promote Professional Development and Peer Networking
- Additional resources are summarized in Dr. Linda Love’s visual abstracts after the transcript
MedEd Chat @MedEdChat 9 hours ago
We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded

Teresa Hartman @thartman2u 9 hours ago
RT @MedEdChat: If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1,...

MedEd Chat @MedEdChat 9 hours ago
@DrMarleyDoyle @Alliance4ClinEd @2LindaMLove We're excited to have you guest host the #mededchat with @2LindaMLove

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T1 about to come up in a few moments #meded #mededchat

Teresa Hartman @thartman2u 9 hours ago
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Topic 1: Is peer mentoring a “must have” for career development in 2020? Is a “community of practice” a good alternative (or the same thing)? Is equal access important? #MedEdChat #facdev #meded

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @DrMarleyDoyle @Alliance4ClinEd @2LindaMLove We're excited to have you guest host the #mededchat with @2LindaMLove

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @2LindaMLove: It's "back to school" month! A perfect time for #mededchat to tackle mentoring....so many new faculty, so little time!

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @MedEdChat: If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1,...

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @2LindaMLove: Thinking about my own mentoring experiences for tonight's #MedEdchat -- do your mentors KNOW they're your mentor? 9 pm ET...

Teresa Hartman @thartman2u 9 hours ago
RT @MedEdChat: Topic 1: Is peer mentoring a “must have” for career development in 2020? Is a “community of practice” a good alternative (or...

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @2LindaMLove: @DrMarleyDoyle & I are joining the #mededchat tonight to talk about #PeerMentoring. What's the secret sauce for success?...
Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @DrMarleyDoyle: Please join me tonight for the #MedEdChat! We will be discussing peer mentoring! @2LindaMLove https://t.co/UWXtzFEzlv

Dr Linda Love @2LindaMLove 9 hours ago
It's a great evening to spend with some of my peers...mentoring!

Marley Doyle, M.D. @DrMarleyDoyle 9 hours ago
@MedEdChat Marley from Omaha. Director of @BHECN1 and adult psychiatrist involved in #MedEd. #MedEdChat

Teresa Hartman @thartman2u 9 hours ago
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Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@MedEdChat T1 Looking back at inflection points in my career, my mentors have been vital in that progression #mededchat

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Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
@MedEdChat T1 #MedEdChat - mentoring, peer mentoring, and a community to support you all necessary in #MedEd #AcMed #HPE today. I don't think anyone can have too many mentors.

MedEd Chat @MedEdChat 9 hours ago
@kristinadzara @GLBDallaghan @2LindaMLove @DrMarleyDoyle Hello! Nice to see you on the chat! #mededchat
Marley Doyle, M.D. @DrMarleyDoyle 9 hours ago
T1: Peer mentoring, in my opinion, is a "must have." In #medschool and #residency, we have a built-in peer mentoring network which is integral to our learning. This support should continue into our first faculty position! #MedEdChat

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
@MedEdChat @GLBDallaghan @2LindaMLove @DrMarleyDoyle Thank you! #MedEdChat

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I'm curious to have @2LindaMLove explain how a mentor and CoP are unique. #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
@GLBDallaghan @MedEdChat Absolutely. And sometimes someone gives you just a little bit of mentoring, and it's just what you need to move forward. #MedEdChat

Terry Kind, MD MPH @Kind4Kids 9 hours ago
Have found peer mentoring incredibly rewarding, as we go through similar challenges and share or support each other in opportunities #mededchat

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Teresa Hartman @thartman2u 9 hours ago
@MedEdChat I think #peermentoring refers to what takes place during #education or formal #training events, #communityofpractice refers to regular #workplace environmental events. Both key to building #skills -#MedEdchat

Dr Linda Love @2LindaMLove 9 hours ago
T1 #mededchat Access is a very interesting point in modern academia. Some junior faculty "don't know what they don't know" and the real advantages found in mentoring. How do we make mentoring/peer mentoring sexy in time pressed work?

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RT @kristinadzara: @MedEdChat @GLBDallaghan @2LindaMLove @DrMarleyDoyle Thank you! #MedEdChat

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Teresa Hartman  @thartman2u 9 hours ago
RT @GLBDallaghan: @2LindaMLove T1 Does it have to be sexy? Or is it a matter of those of us with snow on the roof not helping junior facul...

Terry Kind, MD MPH  @Kind4Kids 9 hours ago
We don’t typically use the term or name it, but it is peer mentoring. Uplifting. Inspiring. Supporting. Commiserating. Listening. #mededchat

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Dr Linda Love  @2LindaMLove 9 hours ago
T1 #mededchat I love the various CoP that are springing up. ie: We have a national CoP comprised of people interested in #coaching in #meded. We meet regularly, discovery is paramount, great discourse. But...we don't have mentoring contracts! Is CoP mentoring?

MedEdBot  @MedEdBot 9 hours ago
RT @kristinadzara: Kristina here, checking in for #mededchat about #mentoring in #MedEd. Hello @GLBDallaghan @2LindaMLove@DrMarleyDoyle...

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@Kind4Kids T1 Excellent point. Makes me wonder if there could be an exploration of this topic in a way that uncovers alternative terms that fall under that umbrella of mentoring #mededchat

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Teresa Hartman @thartman2u 9 hours ago
@2LindaMLove T1-#MedEdchat Yes! #communityofpractice is most definitely #mentoring & #mentorship

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RT @GLBDallaghan: @Kind4Kids T1 Excellent point. Makes me wonder if there could be an exploration of this topic in a way that uncovers alt...

Paul Haidet @myheroistrane 8 hours ago
#meded and health services research are both team sports. I have been both a lone wolf and a member of a community of like-minded individuals in my career. I'll take the community every time. #mededchat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@2LindaMLove T1 I agree with @thartman2u that CoP offers mentoring. #mededchat

Dr Linda Love @2LindaMLove 8 hours ago
T1 #mededchat Contributing a little #digitalabstracting tonight. I am sure some in our chat tonight might have experienced differences in peer mentoring--and even establishing a trusted peer mentor group. [link]

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@myheroistrane Amen to that......particularly in the research world. That is a team sport to me and a robust CoP is amazing. @COMSEPediatrics has given me that! #mededchat

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MedEd Chat  @MedEdChat 8 hours ago
Topic 2: What are the secrets for successful peer mentoring with today’s faculty? Is there a time when peer mentoring is most effective? What really works? #mededchat #meded #facdev

Gary Beck Dallaghan  @GLBDallaghan 8 hours ago
@2LindaMLove I would argue seeing oneself in others who are role models is important period. For me it was other academic #LGBTQ role models/mentors #mededchat

MedEd Chat  @MedEdChat 8 hours ago
RT @MikeGisondi: T1: #MedEdchat I am a fan of non-hierarchical mentorship, however: https://t.co/vCZYZF9JK0...

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RT @myheroistrane: My first CoP: https://t.co/pfFO0UyhG3 #mededchat

Dr Linda Love  @2LindaMLove 8 hours ago
#mededchat As a faculty developer, I know that community is everything. But agree with #HowardRoss that the more "connected" we are, the more our "belonging" is impacted.

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Paul Haidet  @myheroistrane 8 hours ago
@kristinadzara @GLBDallaghan That goes both ways, Kristina! #MedEdchat

Teresa Hartman  @thartman2u 8 hours ago
@GLBDallaghan @myheroistrane @COMSEPediatrics Key is that you participate as learner and #mentor, or the community doesn’t jell or strengthen. You are reason community succeeds. #MedEdchat

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@GLBDallaghan @2LindaMLove Exactly! For me, it was seeing other #WomeninMedicine and #DocswithDisabilities have successful careers. #MedEdChat

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Jennifer Allie, PhD, MPA @JenniferAllie18 hours ago
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Terry Kind, MD MPH @Kind4Kids8 hours ago
Academic friendships? #MedEdchat

Kurt Doyle @KurtRDoyle8 hours ago
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RT @Kind4Kids: Academic friendships? #MedEdchat https://t.co/Vlkz5DhZ06

ShereeseM, MS/MBA @ShereesePubHlth 8 hours ago
@2LindaMLove That’s a great idea. The CoP for which I volunteer is focused on the life-course/health-course for people with disabilities. #MedEdchat

Stephanie Starr, MD @StephRStarr 8 hours ago
T2: For me, peer mentors have been most effective when they share my professional values (ex: re life/work balance). Greatest impact for me in mid-career.

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Agreed. @2LindaMLove this is precisely why we have this as one of our primary outcomes for our peer mentoring program for diverse faculty. #MedEdchat

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Teresa Hartman @thartman2u 8 hours ago
@GLBDallaghan @MedEdChat @s_smithson @IPE4UNC T2-how do we involve faculty that don’t see themselves as peer? #MedEdchat

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@MedEdChat T2 #MedEdchat Peer mentoring that offers norm referencing is always helpful, not matter your age or career stage. Provides psychological safety and helps with gap identification.
Gary Beck Dallaghan @GBDallaghan Keep asking and engaging. Many of us suffer from imposter syndrome and may not see ourselves in that light. I don’t see myself as a mentor but someone needing mentoring. I get corrected a lot. / #mededchat

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Dr Linda Love @2LindaMLove YES, and I've learned much, much, much from those who don't. Choosing wisely is certainly important!

Jennifer Allie, PhD, MPA @JenniferAllie Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive. When participants drive process and purpose they are more likely to remain engaged. We make time for things that we feel are meaningful, like #MedEdchat

Kristina Dzara, PhD, MMSc @kristinadzara Gary you are definitely a mentor. #MedEdChat

Gary Beck Dallaghan @GBDallaghan Maybe start by looking at what has been reported as the benefits of a CoP or peer mentoring. That would give you ideas of what outcomes to consider #mededchat

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Amy Shaw @amysHawmd 8 hours ago
@thartman2u @GLBDallaghan @MedEdChat @s_smithson @IPE4UNC could start with a low-stakes activity/task unrelated to medicine -- peers for that particular part even if at different levels of career #mededchat T1

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@kristinadzara SoMe and IRL academic friendships #MedEdchat

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Dr Linda Love @2LindaMLove 8 hours ago
T2 #mededchat Does anyone TRAIN peers on how to be peer mentors or do we leave that to chance? Common expectation of humanity?

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The best peers are the ones that you don’t feel that you have to compete with... that you are truly happy and feel the joy when they succeed. #mededchat

Teresa Hartman @thartman2u 8 hours ago
@2LindaMLove T2 #MedEdchat -#training may be what one of my groups is missing. The #peermentoring has gone invisible

RT @myheroistrane: The best peers are the ones that you don’t feel that you have to compete with... that you are truly happy and feel the joy w...

Dr Linda Love @2LindaMLove 8 hours ago
#mededchat https://t.co/Ui0c71n0du

Marley Doyle, M.D. @DrMarleyDoyle 8 hours ago
@2LindaMLove There should be some sort of orientation on how to be a good peer mentor and mentee. But, the group has to believe in the value in order for it to be successful! #MedEdchat

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RT @DrMarleyDoyle: @2LindaMLove There should be some sort of orientation on how to be a good peer mentor and mentee. But, the group has to...

On the other hand, the worst peers are the ones always focused on their own activities and successes. Makes it hard to feel the joy. #MedEdchat

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GREAT LIST of the qualities of a good #mentor. #MedEdChat
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Teresa Hartman @thartman2u 8 hours ago
RT @DrMarleyDoyle: GREAT LIST of the qualities of a good #mentor, #MedEdChat https://t.co/1FlpXvVKSH

Michael Gisondi, MD @MikeGisondi 8 hours ago
RT @JenniferAllie1: @MedEdChat T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....

Paul Haidet @myheroistrane 8 hours ago
RT @2LindaMLove: #mededchat https://t.co/Ui0c71n0du

Amy Shaw @amyshawmd 8 hours ago
@thartman2u @GLBDallaghan @MedEdChat @s_smithson @IPE4UNC also found active listening exercise from @harvardmacy very helpful -- appreciate other person’s point of view and values, which flattens hierarchy #mededchat T1

Jennifer Allie, PhD, MPA @JenniferAllie1 8 hours ago
RT @2LindaMLove: T2 #mededchat Throwing this reference out to the group tonight. My assessment would align with their findings. How abou...

Teresa Hartman @thartman2u 8 hours ago
RT @amyshawmd: @thartman2u @GLBDallaghan @MedEdChat @s_smithson @IPE4UNC also found active listening exercise from @harvardmacy very helpfu...

Michael Gisondi, MD @MikeGisondi 8 hours ago
RT @MedEdChat: RT Stephanie Starr, MD @StephRStarr T2: For me, peer mentors have been most effective when they share my professional value...

Juliette Perzhinsky, MD @JPerzsky 8 hours ago
RT @myheroistrane: The best peers are the ones that you don’t feel that u have to compete with... that u are truly happy and feel the joy w...

MedEd Chat @MedEdChat 8 hours ago
RT Michael Gisondi, MD @MikeGisondi Replying to @2LindaMLove Though the think mentors and coaches are totally different. The term mentor coach seems oxymoronic. #mededchat

Teresa Hartman @thartman2u 8 hours ago
RT @MedEdChat: RT Michael Gisondi, MD @MikeGisondi Replying to @2LindaMLove Though the think mentors and coaches are totally different....
Topic 3: What are common themes for peer mentoring? Can/should we build “curriculum” for these common themes? #mededchat #meded #facdev

RT @2LindaMLove: T1 #mededchat Contributing a little #digitalabstracting tonight. I am sure some in our chat tonight might have experience...

RT @MedEdChat: Topic 3: What are common themes for peer mentoring? Can/should we build “curriculum” for these common themes? #mededchat#me...

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Finding the line between inspiring and toxic competition can be tough, rough, and create long-term fractures in peer mentoring groups. It requires a certain kind of humility within the group.

Here’s an interesting paper about A Facilitated Peer Mentoring Program for Junior Faculty to P... : Academic Medicine #mededchathttps://t.co/cmQkxBEMN8

RT @hur2buzy: Here’s an interesting paper about A Facilitated Peer Mentoring Program for Junior Faculty to P... : Academic Medicine #mededc...

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Dr Linda Love @2LindaMLove 8 hours ago
#mededchat e-mentoring anyone? https://t.co/J5k69DtbDw

Katren @katren_tyler 8 hours ago
RT @GLBDallaghan: @2LindaMLove I would argue seeing oneself in others who are role models is important period. For me it was other academi...

Katren @katren_tyler 8 hours ago
RT @DrMarleyDoyle: @GLBDallaghan @2LindaMLove Exactly! For me, it was seeing other #WomeninMedicine and #DocswithDisabilties have successful...

Teresa Hartman @thartman2u 8 hours ago
@MedEdChat T3 - we build in #peermentoring in m1 #ebm learning sessions. As #medlibs we want encourage students to support each other’s learning (are we correctly using this method?) #MedEdchat

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Stephanie Starr, MD @StephRStarr 8 hours ago
T3: Choosing new opportunities (i.e. when to say yes vs. no), life/work balance, journal reviewing tips, sharing difficult clinical & med ed scenarios, scholarship opportunities/challenges #MedEdChat

Paul Haidet @myheroistrane 8 hours ago
@GLBDallaghan Intent is everything when it comes to mentoring. Gotta let go of control and fame... #MedEdchat

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Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@thartman2u @MedEdChat T3 Sounds like you are to me. I just don’t know if building a "curriculum" for peer mentoring is the correct path #mededchat

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Marley Doyle, M.D. @DrMarleyDoyle 8 hours ago
What are common themes of a successful peer mentoring group? Curiosity Honesty Having an abundance mentality rather than a scarcity mentality #MedEdChat

Teresa Hartman @thartman2u 8 hours ago
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Jennifer Allie, PhD, MPA @JenniferAllie
18 hours ago
RT @2LindaMLove: #mededchat e-mentoring anyone? https://t.co/J5k69Dtbdw

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Marley Doyle, M.D. @DrMarleyDoyle
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8 hours ago
RT @2LindaMLove: T2 #mededchat YES, and I've learned much, much, much from those who don't. Choosing wisely is certainly important! https:...

MedEd Chat @MedEdChat
8 hours ago
RT @2LindaMLove: One of my favorite peer mentors Dr. Denise Britigan, taught me the value of seeking mentors who are "just right" &not settling for the "so-so," "near-peer," or "nice-to-know." And, she really knows how to make @GLBDallaghan & I laugh out loud--bonus! #mededchat

Gary Beck Dallaghan @GLBDallaghan
8 hours ago
@MedEdChat @2LindaMLove She most certainly does know how to unleash my laugh! #mededchat

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T3: What if the curriculum was an experiential learning opportunity in which the first meetings were facilitated by a mentor who taught the foundation of successful mentoring principles? #MedEdChat

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MedEd Chat @MedEdChat 8 hours ago
RT Justin Choi @JustinJWChoi 2m Replying to @GLBDallaghan @thartman2u @MedEdChat It depends on the group of peer mentors. There is no 'one-size-fits-all' approach. #mededchat

Teresa Hartman @thartman2u 8 hours ago
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Dr Linda Love @2LindaMLove 8 hours ago
#mededchat We need to spend more time/effort creating structures for reverse mentoring...soooo valuable. Do you find this to be true in your part of the world? Traditional Sr/Jr relationships are not the only way to form productive relationships. #ThinkDifferent https://t.co/IELkMJQYSq

Teresa Hartman @thartman2u 8 hours ago
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Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
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@MedEdChat Thx @2LindaMLove & @DrMarleyDoyle for leading this #MedEdchat

Those are some great ideas for different mentoring relationships. As the snow piles on my roof, I'm finding peer to peer mentoring most helpful #mededchat

Dr Linda Love @2LindaMLove 8 hours ago
#mededchat @DrMarleyDoyle & I belong to one shared peer mentoring network and we rely heavily on "niceness." The risk and potential tension is that we may need to push accountability harder to make our mutual dreams come true. Nonetheless, its a rewarding, worthwhile group!!

Those are some great ideas for different mentoring relationships. As the snow piles on my roof, I'm finding...

RT @2LindaMLove: #mededchat @DrMarleyDoyle & I belong to one shared peer mentoring network and we rely heavily on "niceness." The risk and...

Curious if anyone has had any successes in establishing reverse mentoring? I would love to talk to you on how you’ve established buy in and ensuring that junior faculty perspectives are valued. #MedEdchat

Curious if anyone has had any successes in establishing reverse mentoring? I would love to talk to you on...

Perhaps once more trust is established the need for niceness will evolve into mutual respect allowing for candid discussion #mededchat

Join us again next week at 9 pm Thursday. @JournalofGME is our guest host! Don’t forget to suggest topics by DM or email #meded #mededchat
Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
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MedEd Chat @MedEdChat 8 hours ago
That’s a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoKroXx on the Resources page. Thanks everyone for participating! #meded

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
RT @JenniferAllie1: @2LindaMLove Curious if anyone has had any successes in establishing reverse mentoring? I would love to talk to you on...

Marley Doyle, M.D. @DrMarleyDoyle 8 hours ago
#Mentors encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every day for my mentors! Shout out to some of them here! @DrHowardLiu @DrDanielGih @crystalclarkmd @smeltzerb Gaurava Agarwal and Joan Anzia #MedEdChat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
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Dr Linda Love @2LindaMLove 8 hours ago
#MedEdChat Standing invitation if others would like to study/write about peer mentoring, e-mentoring, reverse mentoring, transitioning/retiring faculty mentoring. Thanks for sharing your valuable time tonight!

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Michael Gisondi, MD @MikeGisondi8 hours ago
@MedEdChat T3 #MedEdchat Three part curriculum: Are you being successful now? If not why not, what do you need (skills/resources) Five year plan? Are you ok?

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Daisy Dulay @Heartdocmom 7 hours ago
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Mya Cubitt @MyaCubitt 7 hours ago
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Howard Liu, MD MBA @DrHowardLiu 7 hours ago
RT @DrMarleyDoyle: #Mentors encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every...

Amelia Lehto @Atoes84 7 hours ago
RT @DrMarleyDoyle: #Mentors encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every...

Margaret “Meg” Chisolm, MD @whole_patients 7 hours ago
RT @myheroistrane: The best peers are the ones that you don’t feel that u have to compete with... that u are truly happy and feel the joy w...

Reverse Mentoring Programs @revolyx 7 hours ago
RT @2LindaMLove: #mededchat We need to spend more time/effort creating structures for reverse mentoring...soooo valuable. Do you find th...
Umbereen S. Nehal, MD, MPH @usnehal 7 hours ago
RT @myheroistrane: #meded and health services research are both team sports. I have been both a lone wolf and a member of a community of li...

Donnell McKenzie @Donnell857519967 7 hours ago
RT @JenniferAllie1: @MedEdChat T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....

Subodh Jain @jainsub6 6 hours ago
RT @2LindaMLove: #mededchat We need to spend more time/effort creating structures for reverse mentoring...soooo valuable. Do you find th...

Kenneth Granados @docta-g 5 hours ago
RT @DrMarleyDoyle: #Mentors encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every...

Turtles_are_the_best @dreamngo4it93 3 hours ago
Would love encouragement about receiving a Step 1 score I was disappointed in. Passed and everything, just thought I did better. #MedEdchat#medtwitter have been wonderful, inspiring, reaffirming finds for me!

Dr Allison Hempenstall @Dr_Hempenstall 2 hours ago
@rpcounat It's also important that throughout this social media landscape we adequately prepare medical students & junior doctors in appropriately using this learning modality, in the same way we guide patients to appropriate & reputable online patient education resources. #MedEdchat

ameera cluntun @AmeeraCluntun 2 hours ago
RT @MikeGisondi: T1: #MedEdchat I am a fan of non-hierarchical mentorship, however: https://t.co/vCZYZF9JK0...

Dr Mustafa M Bodrick @mustafabodrick 2 hours ago
Thanks Dr @AmeeraCluntun Truly 'delicious' with perfect timing Marvellous indeed

J.B. Negrón @negronjb 31 minutes ago
RT @2LindaMLove: #mededchat https://t.co/Ui0c71n0du
What Have We Learned From Peer Mentoring Groups?

@2LindaMLove


Benefits
- Workplace satisfaction
- Improved social connection
- Increased productivity
- Increased collaboration
- Learning support
- Information sharing
- Accountability
- Safety

Challenges
- Exclusivity
- Lack of hierarchy
- Scheduling meetings
- Absence of intentional curriculum
- Diverse and competing interests
- Personal-professional enmeshment
- Occasional loss of focus

An exploration of mentoring for female faculty, residents, and medical students

WHAT MAKES THEM DIFFERENT?

- Multiple types of mentors useful as career needs change
- Same-gender mentoring differences
- Seeing same gender role models was influential for early-career women

Dr. Linda M. Love, UNMC Faculty Development
SHOPPING for a MENTOR

Competencies of a Mentor
- Knowledge
- Credibility
- Communication
- Altruism
- Commitment


Types of Mentoring Relationships

- Group Peer Mentoring
- Peer to Peer Mentoring
- Support System
- Virtual Community
- Institution to Institution Mentoring
- Reverse Mentoring
- Mentoring Network

A GOOD MENTOR COACH

- Listens
- Asks open questions
- Encourages reflection
- Avoids telling
- Is nonjudgmental
- Challenges beliefs
- Helps see the big picture
- Encourages thoughtful action
- Has a strong belief in learning, developing & change

#mededchat

Thematic Analysis of e-Mentoring

"Working within the confines of prevailing professional codes of conduct and standards of practice this approach is focused upon realizing the goals and needs of the mentee, the mentor, the host organization that supports and oversees the program and their relationships. Its asynchronous nature also nurtures reflective practices that helps develop deeper mentoring relationships."

- e-device mediated
- Unrestricted by time & geography
- Scalable while retaining quality
- Goal focused
- Reflective practice
- Mutually beneficial

Chong et al. (2019). Enhancing mentoring experiences through e-mentoring: a systematic scoping review of e-mentoring programs between 2000 and 2017

#visualabstract by @2lundamilove
The #MedEdChat Influencers

Top 10 by Mentions

@2LindaMLove 106
@MedEdChat 73
@GLBDallaghan 48
@DrMarleyDoyle 36
@myheroistrane 15
@thartman2u 14
@IPE4UNC 12
@s_smithson 12
@JenniferAllie1 11
@kristinadzara 11

Top 10 by Tweets

@thartman2u 91
@MedEdChat 29
@DrMarleyDoyle 26
@kristinadzara 24
@kristinadzara 24
@2LindaMLove 17
@GLBDallaghan 15
Top 10 by Impressions

@MedEdChat 207.7K
@kristinadzara 99.2K
@thartman2u 94.7K
@DrMarleyDoyle 60.4K
@MikeGisondi 40.7K
@Kind4Kids 28.5K
@2LindaMLove 21.5K
@ShereesePubHlth 18.0K
@GLBDallaghan 17.9K
@myheroistrane 12.0K