

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
<https://www.ncbi.nlm.nih.gov/m/pubmed/11559292/>
- Online Mastermind Groups: A Non-hierarchical Mentorship Model for Professional Development
<https://www.cureus.com/articles/11233>
- A Facilitated Peer Mentoring Program for Junior Faculty to Promote Professional Development and Peer Networking
<https://journals.lww.com/academicmedicine/pages/articleviewer.aspx?year=2015&issue=06000&article=00032&type=Fulltext>
- **Additional resources are summarized in Dr. Linda Love's visual abstracts after the transcript**



MedEd Chat @MedEdChat9 hours ago

Welcome to the [#mededchat](#) (US) I am your moderator for the next hour [@alliance4clined](#) [#meded](#) Big thanks to [@2LindaMLove](#) & [@DrMarleyDoyle](#) for providing our questions tonight!



MedEd Chat @MedEdChat9 hours ago

The [#mededchat](#) topic & questions will be announced in a moment...for now, please introduce yourselves [#meded](#)



Gary Beck Dallaghan @GLBDallaghan9 hours ago

[@MedEdChat](#) Gary here in North Carolina [#mededchat](#)



MedEd Chat @MedEdChat9 hours ago

If you are tuning in to the [#mededchat](#), remember to use the [#mededchat](#) hashtag and try to answer with the Topic numbers (T1, T2, T3)



Marley Doyle, M.D. @DrMarleyDoyle9 hours ago

[@MedEdChat](#) [@Alliance4ClinEd](#) [@2LindaMLove](#) Thank you for inviting me! I am thrilled to be here! [#MedEdChat](#)



Dr Linda Love @2LindaMLove9 hours ago

It's "back to school" month! A perfect time for [#mededchat](#) to tackle mentoring....so many new faculty, so little time!



Teresa Hartman @thartman2u9 hours ago

RT [@DrMarleyDoyle](#): [@MedEdChat](#) [@Alliance4ClinEd](#) [@2LindaMLove](#) Thank you for inviting me! I am thrilled to be here! [#MedEdChat](#)



Teresa Hartman @thartman2u9 hours ago

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MedEd Chat @MedEdChat9 hours ago

We will assume that all of your tweets during [#mededchat](#) are your own during this hour unless otherwise stated [#meded](#)



Teresa Hartman @thartman2u9 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 @MedEdChat9 hours ago

[@DrMarleyDoyle](#) [@Alliance4ClinEd](#) [@2LindaMLove](#) We're excited to have you guest host the [#mededchat](#) with [@2LindaMLove](#)



MedEd Chat @MedEdChat9 hours ago

T1 about to come up in a few moments [#meded](#) [#mededchat](#)



Teresa Hartman @thartman2u9 hours ago

RT @MedEdChat: T1 about to come up in a few moments [#meded](#) [#mededchat](#)



MedEd Chat @MedEdChat9 hours ago

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, MSc @kristinadzara9 hours ago

RT @MedEdChat: [@DrMarleyDoyle](#) [@Alliance4ClinEd](#) [@2LindaMLove](#) We're excited to have you guest host the [#mededchat](#) with [@2LindaMLove](#)



Kristina Dzara, PhD, MSc @kristinadzara9 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, MSc @kristinadzara9 hours ago

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Kristina Dzara, PhD, MSc @kristinadzara9 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 @thartman2u9 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, MSc @kristinadzara9 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, MSc [@kristinadzara9 hours ago](#)

RT [@DrMarleyDoyle](#): Please join me tonight for the [#MedEdChat](#)! We will be discussing peer mentoring! [@2LindaMLove](#) <https://t.co/UWXtzFEzly>



Dr Linda Love [@2LindaMLove9 hours ago](#)

It's a great evening to spend with some of my peers...mentoring!



Marley Doyle, M.D. [@DrMarleyDoyle9 hours ago](#)

[@MedEdChat](#) Marley from Omaha. Director of [@BHECN1](#) and adult psychiatrist involved in [#MedEd](#). [#MedEdChat](#)



Teresa Hartman [@thartman2u9 hours ago](#)

RT [@DrMarleyDoyle](#): [@MedEdChat](#) Marley from Omaha. Director of [@BHECN1](#) and adult psychiatrist involved in [#MedEd](#). [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan9 hours ago](#)

[@MedEdChat](#) T1 Looking back at inflection points in my career, my mentors have been vital in that progression [#mededchat](#)



Kristina Dzara, PhD, MSc [@kristinadzara9 hours ago](#)

Kristina here, checking in for [#mededchat](#) about [#mentoring](#) in [#MedEd](#). Hello [@GLBDallaghan](#) [@2LindaMLove](#) [@DrMarleyDoyle](#) <https://t.co/4L6CarB15C>



Teresa Hartman [@thartman2u9 hours ago](#)

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Kristina Dzara, PhD, MSc [@kristinadzara9 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 [@MedEdChat9 hours ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) [@2LindaMLove](#) [@DrMarleyDoyle](#) Hello! Nice to see you on the chat! [#mededchat](#)



Marley Doyle, M.D. [@DrMarleyDoyle9 hours ago](#)

T1: Peer mentoring, in my opinion, is a "must have." In [#medschool](#) and [#residency](#), we have a built-in peer mentoing network which is integral to our learning. This support should continue into our first faculty position! [#MedEdChat](#)



Kristina Dzara, PhD, MSc [@kristinadzara9 hours ago](#)

[@MedEdChat](#) [@GLBDallaghan](#) [@2LindaMLove](#) [@DrMarleyDoyle](#) Thank you! [#MedEdChat](#)



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MedEd Chat [@MedEdChat9 hours ago](#)

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



Kristina Dzara, PhD, MSc [@kristinadzara9 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 [@Kind4Kids9 hours ago](#)

Have found peer mentoring incredibly rewarding, as we go through similar challenges and share or support each other in opportunities [#mededchat](#)



Kristina Dzara, PhD, MSc [@kristinadzara9 hours ago](#)

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Teresa Hartman [@thartman2u9 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 [@2LindaMLove9 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?



Teresa Hartman [@thartman2u9 hours ago](#)

RT [@MedEdChat](#): I'm curious to have [@2LindaMLove](#) explain how a mentor and CoP are unique. [#mededchat](#)



Teresa Hartman [@thartman2u9 hours ago](#)

RT [@kristinadzara](#): [@MedEdChat](#) [@GLBDallaghan](#) [@2LindaMLove](#) [@DrMarleyDoyle](#) Thank you! [#MedEdChat](#)



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Teresa Hartman [@thartman2u9 hours ago](#)

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MedEd Chat [@MedEdChat9 hours ago](#)

RT [@thartman2u](#): [@MedEdChat](#) I think [#peermentoring](#) refers to what takes place during [#education](#) or formal [#training](#) events, [#communityofprac](#)...



Gary Beck Dallaghan [@GLBDallaghan9 hours ago](#)

[@thartman2u](#) [@MedEdChat](#) T1 Nicely stated and so nice to see you here! [#mededchat](#)



Marley Doyle, M.D. [@DrMarleyDoyle9 hours ago](#)

T1: Equal access to peer mentoring is necessary. This is especially true to allow for under-represented faculty members to have access to the mentorship. We know that [#WomeninMedicine](#) have not traditionally received the same opportunities as the male colleagues. [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan9 hours ago](#)

[@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 faculty understand the importance of peer mentoring? [#mededchat](#)



Teresa Hartman [@thartman2u9 hours ago](#)

RT [@DrMarleyDoyle](#): T1: Equal access to peer mentoring is necessary. This is especially true to allow for under-represented faculty members...



Teresa Hartman @thartman2u9 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 @Kind4Kids9 hours ago

We don't typically use the term or name it, but it is peer mentoring. Uplifting. Inspiring. Supporting. Commiserating. Listening. #mededchat



Teresa Hartman @thartman2u9 hours ago

RT @Kind4Kids: We don't typically use the term or name it, but it is peer mentoring. Uplifting. Inspiring. Supporting. Commiserating. Lis...



MedEd Chat @MedEdChat9 hours ago

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ana @anasajoo9 hours ago

RT @thartman2u: @MedEdChat I think #peermentoring refers to what takes place during #education or formal #training events, #communityofprac...



Dr Linda Love @2LindaMLove9 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 @MedEdBot9 hours ago

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



Teresa Hartman @thartman2u9 hours ago

RT @2LindaMLove: T1 #mededchat I love the various CoP that are springing up. ie: We have a national CoP comprised of people interested in...



Gary Beck Dallaghan @GLBDallaghan9 hours ago

@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



Marley Doyle, M.D. @DrMarleyDoyle9 hours ago

RT @2LindaMLove: T1 #mededchat I love the various CoP that are springing up. ie: We have a national CoP comprised of people interested in...



Teresa Hartman @thartman2u9 hours ago

@2LindaMLove T1-#MedEdchat Yes! #communityofpractice is most definitely #mentoring & #mentorship



Teresa Hartman @thartman2u9 hours ago

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 @myheroistrane8 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 @GLBDallaghan8 hours ago

@2LindaMLove T1 I agree with @thartman2u that CoP offers mentoring. #mededchat



Dr Linda Love @2LindaMLove8 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. <https://t.co/Ba3cwrLhNr>



Gary Beck Dallaghan @GLBDallaghan8 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



Teresa Hartman @thartman2u8 hours ago

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Paul Haidet @myheroistrane8 hours ago

My first CoP: <https://t.co/pfFO0UyhG3> #mededchat



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

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



Michael Gisondi, MD [@MikeGisondi8 hours ago](#)

T1: [#MedEdchat](#) I am a fan of non-hierarchical mentorship, however: <https://t.co/vCZYZF9JK0...>



MedEd Chat [@MedEdChat8 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 [@GLBDallaghan8 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 [@MedEdChat8 hours ago](#)

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MedEd Chat [@MedEdChat8 hours ago](#)

RT [@myheroistrane](#): My first CoP: <https://t.co/pfFO0UyhG3> [#mededchat](#)



Dr Linda Love [@2LindaMLove8 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.



MedEd Chat [@MedEdChat8 hours ago](#)

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



Paul Haidet [@myheroistrane8 hours ago](#)

[@kristinadzara](#) [@GLBDallaghan](#) That goes both ways, Kristina! [#MedEdchat](#)



Teresa Hartman [@thartman2u8 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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@myheroistrane](#): My first CoP: <https://t.co/pfFO0UyhG3> [#mededchat](#)



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



Teresa Hartman @thartman2u8 hours ago

RT @myheroistrane: @kristinadzara @GLBDallaghan That goes both ways, Kristina! #MedEdchat



Marley Doyle, M.D. @DrMarleyDoyle8 hours ago

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



Teresa Hartman @thartman2u8 hours ago

RT @DrMarleyDoyle: @GLBDallaghan @2LindaMLove Exactly! For me, it was seeing other #WomeninMedicine and #DocswithDisabilities have successfu...



Paul Haidet @myheroistrane8 hours ago

@thartman2u @GLBDallaghan @COMSEPediatrics ... shared purpose and vision is another important ingredient. #MedEdchat



Jennifer Allie, PhD, MPA @JenniferAllie18 hours ago

I am a fan of these too.. although I don't know that I knew it had an official name.. #mastermindmentoring #MedEdchat



Teresa Hartman @thartman2u8 hours ago

RT @myheroistrane: @thartman2u @GLBDallaghan @COMSEPediatrics ... shared purpose and vision is another important ingredient. #MedEdchat



Terry Kind, MD MPH @Kind4Kids8 hours ago

Academic friendships? #MedEdchat



Kurt Doyle @KurtRDoyle8 hours ago

RT @2LindaMLove: @DrMarleyDoyle & I are joining the #mededchat tonight to talk about #PeerMentoring. What's the secret sauce for success?...



Dr Linda Love [@2LindaMLove8 hours ago](#)

T2 [#mededchat](#) Throwing this reference out to the group tonight. My assessment would align with their findings. How about you? <https://t.co/ZgwbF1QqUK>



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@JenniferAllie1](#): I am a fan of these too.. although I don't know that I knew it had an official name.. [#mastermindmentoring](#) [#MedEdchat](#) h...



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@myheroistrane](#): [@thartman2u](#) [@GLBDallaghan](#) [@COMSEPediatrics](#) ... shared purpose and vision is another important ingredient. [#MedEdchat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@Kind4Kids](#): Academic friendships? [#MedEdchat](#) <https://t.co/Vlkz5DhZ06>



ShereeseM, MS/MBA [@ShereesePubHlth8 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 [@StephRStarr8 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.



Teresa Hartman [@thartman2u8 hours ago](#)

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MedEd Chat [@MedEdChat8 hours ago](#)

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[#MedEdChat](#)



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Jennifer Allie, PhD, MPA [@JenniferAllie18 hours ago](#)

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



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@StephRStarr](#): [#MedEdChat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

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Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@MedEdChat](#) T2 This question reminds me of some of the work [@s smithson](#) is doing with [@IPE4UNC](#) on relational leadership. The success is focusing on the us. [#mededchat](#)



Michael Gisondi, MD [@MikeGisondi8 hours ago](#)

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Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

T2: I believe it is never too late to add peer mentoring, but it is most successful when it is offered from the start. Time is a vacuum that will inevitably get filled up with other commitments, so best to have it be one of your earliest engagements! [#MedEdChat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

[@GLBDallaghan](#) [@MedEdChat](#) [@s.smithson](#) [@IPE4UNC](#) T2-how do we involve faculty that don't see themselves as peer? [#MedEdchat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@DrMarleyDoyle](#): T2: I believe it is never too late to add peer mentoring, but it is most successful when it is offered from the start...



Dr Linda Love [@2LindaMLove8 hours ago](#)

T2 [#mededchat](#) Does anyone have thoughts about measuring the impact of community for peer mentoring groups or other faculty networks? I'm interested, listening!



MedEd Chat [@MedEdChat8 hours ago](#)

RT Stephanie Starr, MD [@StephRStarr](#) 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. [#mededchat](#)



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Michael Gisondi, MD [@MikeGisondi8 hours ago](#)

[@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 [@GLBDallaghan8 hours ago](#)

[@thartman2u](#) [@MedEdChat](#) [@s smithson](#) [@IPE4UNC](#) 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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@MikeGisondi](#): [@MedEdChat](#) T2 [#MedEdchat](#) Peer mentoring that offers norm referencing is always helpful, not matter your age or career st...



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@GLBDallaghan](#): [@thartman2u](#) [@MedEdChat](#) [@s smithson](#) [@IPE4UNC](#) Keep asking and engaging. Many of us suffer from imposter syndrome and may n...



Dr Linda Love [@2LindaMLove8 hours ago](#)

T2 [#mededchat](#) YES, and I've learned much, much, much from those who don't. Choosing wisely is certainly important!



Jennifer Allie, PhD, MPA [@JenniferAllie18 hours ago](#)

[@MedEdChat](#) T2. 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 [@kristinadzara8 hours ago](#)

[@GLBDallaghan](#) [@thartman2u](#) [@MedEdChat](#) [@s smithson](#) [@IPE4UNC](#) Gary you are definitely a mentor. [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@2LindaMLove](#) 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](#)



Kristina Dzara, PhD, MMSc [@kristinadzara8 hours ago](#)

RT [@2LindaMLove](#): T2 [#mededchat](#) Does anyone have thoughts about measuring the impact of community for peer mentoring groups or other faculty...



Teresa Hartman [@thartman2u8 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:...



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@JenniferAllie1](#): [@MedEdChat](#) T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....



Amy Shaw [@amyshawmd8 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



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@kristinadzara](#): [@GLBDallaghan](#) [@thartman2u](#) [@MedEdChat](#) [@s.smithson](#) [@IPE4UNC](#) Gary you are definitely a mentor. [#MedEdChat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

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MedEd Chat [@MedEdChat8 hours ago](#)

RT [@JenniferAllie1](#): [@MedEdChat](#) T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@amyshawmd](#): [@thartman2u](#) [@GLBDallaghan](#) [@MedEdChat](#) [@s.smithson](#) [@IPE4UNC](#) could start with a low-stakes activity/task unrelated to medicine...



Terry Kind, MD MPH [@Kind4Kids8 hours ago](#)

[@kristinadzara](#) SoMe and IRL academic friendships [#MedEdchat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@Kind4Kids](#): [@kristinadzara](#) SoMe and IRL academic friendships [#MedEdchat](#)



Dr Linda Love [@2LindaMLove8 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?



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@JenniferAllie1](#): [@MedEdChat](#) T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@2LindaMLove](#): T2 [#mededchat](#) Does anyone TRAIN peers on how to be peer mentors or do we leave that to chance? Common expectation of huma...



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@MikeGisoni](#): [@MedEdChat](#) T2 [#MedEdchat](#) Peer mentoring that offers norm referencing is always helpful, not matter your age or career st...



Paul Haidet [@myheroistrane8 hours ago](#)

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 when they succeed. [#mededchat](#)



Teresa Hartman [@thartman2u8 hours ago](#)

[@2LindaMLove](#) T2 [#MedEdchat](#) -[#training](#) may be what one of my groups is missing. The [#peermentoring](#) has gone invisible



Teresa Hartman [@thartman2u8 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...



Dr Linda Love [@2LindaMLove8 hours ago](#)

[#mededchat](#) <https://t.co/Ui0c71n0du>



Marley Doyle, M.D. [@DrMarleyDoyle8 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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@2LindaMLove](#): [#mededchat](#) <https://t.co/Ui0c71n0du>



Teresa Hartman [@thartman2u8 hours ago](#)

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...



Paul Haidet [@myheroistrane8 hours ago](#)

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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@myheroistrane](#): On the other hand, the worst peers are the ones always focused on their own activities and successes. Makes it hard to f...



Michael Gisondi, MD [@MikeGisondi8 hours ago](#)

RT [@2LindaMLove](#): [#mededchat](#) <https://t.co/Ui0c71n0du>



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

GREAT LIST of the qualities of a good [#mentor](#). [#MedEdChat](#)



MedEd Chat @MedEdChat8 hours ago

RT @2LindaMLove: #mededchat <https://t.co/Ui0c71n0du>



Teresa Hartman @thartman2u8 hours ago

RT @DrMarleyDoyle: GREAT LIST of the qualities of a good #mentor. #MedEdChat <https://t.co/1FlpXvVKSH>



Michael Gisondi, MD @MikeGisondi8 hours ago

RT @JenniferAllie1: @MedEdChat T2. Peer mentoring structured into a culture of learning that is linked to individual motivation to thrive....



Paul Haidet @myheroistrane8 hours ago

RT @2LindaMLove: #mededchat <https://t.co/Ui0c71n0du>



Amy Shaw @amyshawmd8 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 @JenniferAllie18 hours ago

RT @2LindaMLove: T2 #mededchat Throwing this reference out to the group tonight. My assessment would align with their findings. How abou...



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RT @amyshawmd: @thartman2u @GLBDallaghan @MedEdChat @s.smithson @IPE4UNC also found active listening exercise from @harvardmacy very helpfu...



Michael Gisondi, MD @MikeGisondi8 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 @JPerzsky8 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 @MedEdChat8 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 @thartman2u8 hours ago

RT @MedEdChat: RT Michael Gisondi, MD @MikeGisondi Replying to @2LindaMLove Though the think mentors and coaches are totally different....



MedEd Chat @MedEdChat8 hours ago

Topic 3: What are common themes for peer mentoring? Can/should we build "curriculum" for these common themes? [#mededchat](#) [#meded](#) [#facdev](#)



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

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



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

RT @MedEdChat: Topic 3: What are common themes for peer mentoring? Can/should we build "curriculum" for these common themes? [#mededchat#me...](#)



Teresa Hartman @thartman2u8 hours ago

RT @MedEdChat: Topic 3: What are common themes for peer mentoring? Can/should we build "curriculum" for these common themes? [#mededchat#me...](#)



Stephanie Starr, MD @StephRStarr8 hours ago

RT @MedEdChat: Topic 3: What are common themes for peer mentoring? Can/should we build "curriculum" for these common themes? [#mededchat#me...](#)



Dr Linda Love @2LindaMLove8 hours ago

[#mededchat](#) 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.



Larry Hurtubise @hur2buzy8 hours ago

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



Teresa Hartman @thartman2u8 hours ago

RT @2LindaMLove: [#mededchat](#) Finding the line between inspiring and toxic competition can be tough, rough, and create long-term fractures in...



Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago

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Marley Doyle, M.D. @DrMarleyDoyle8 hours ago

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MedEd Chat @MedEdChat8 hours ago

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



Katren @katren tyler8 hours ago

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



Dr Linda Love @2LindaMLove8 hours ago

#mededchat e-mentoring anyone? <https://t.co/J5k69DtbDw>



Katren @katren tyler8 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 tyler8 hours ago

RT @DrMarleyDoyle: @GLBDallaghan @2LindaMLove Exactly! For me, it was seeing other #WomeninMedicine and #DocswithDisabilities have successfu...



Teresa Hartman @thartman2u8 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



MedEd Chat @MedEdChat8 hours ago

RT @2LindaMLove: #mededchat e-mentoring anyone? <https://t.co/J5k69DtbDw>



Katren @katren tyler8 hours ago

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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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RT @2LindaMLove: #mededchat e-mentoring anyone? <https://t.co/J5k69DtbDw>



Stephanie Starr, MD @StephRStarr8 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 @myheroistrane8 hours ago

@GLBDallaghan Intent is everything when it comes to mentoring. Gotta let go of control and fame... #MedEdchat



Teresa Hartman @thartman2u8 hours ago

RT @StephRStarr: T3: Choosing new opportunities (i.e. when to say yes vs. no), life/work balance, journal reviewing tips, sharing difficult...



Paul Haidet @myheroistrane8 hours ago

RT @2LindaMLove: #mededchat Finding the line between inspiring and toxic competition can be tough, rough, and create long-term fractures in...



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Gary Beck Dallaghan @GLBDallaghan8 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



Teresa Hartman @thartman2u8 hours ago

RT @GLBDallaghan: @thartman2u @MedEdChat T3 Sounds like you are to me. I just don't know if building a "curriculum" for peer mentoring is...



Marley Doyle, M.D. @DrMarleyDoyle8 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 @thartman2u8 hours ago

RT @DrMarleyDoyle: What are common themes of a successful peer mentoring group? Curiosity

Honesty Having an abundance mentality rathe...



Jennifer Allie, PhD, MPA @JenniferAllie18 hours ago

RT @2LindaMLove: #mededchat e-mentoring anyone? <https://t.co/J5k69DtbDw>



Jennifer Allie, PhD, MPA @JenniferAllie18 hours ago

RT @StephRStarr: T3: Choosing new opportunities (i.e. when to say yes vs. no), life/work balance, journal reviewing tips, sharing difficult...



Marley Doyle, M.D. @DrMarleyDoyle8 hours ago

T3: e-Mentoring is a great way to access mentors! #MedEdChat



Katren @katren_tyler8 hours ago

RT @2LindaMLove: #mededchat <https://t.co/Ui0c71n0du>



Marley Doyle, M.D. @DrMarleyDoyle8 hours ago

RT @StephRStarr: T3: Choosing new opportunities (i.e. when to say yes vs. no), life/work balance, journal reviewing tips, sharing difficult...



Teresa Hartman @thartman2u8 hours ago

RT @DrMarleyDoyle: T3: e-Mentoring is a great way to access mentors! #MedEdChat <https://t.co/4pMeZuLwx8>



Katren @katren_tyler8 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://t.co/4pMeZuLwx8>



MedEd Chat @MedEdChat8 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 @GLBDallaghan8 hours ago

@MedEdChat @2LindaMLove She most certainly does know how to unleash my laugh! #mededchat



Teresa Hartman @thartman2u8 hours ago

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Teresa Hartman @thartman2u8 hours ago

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Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@DrMarleyDoyle](#): T3: What if the curriculum was an experiential learning opportunity in which the first meetings were facilitated by a me...



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@MedEdChat](#): RT [@2LindaMLove](#) One of my favorite peer mentors Dr. Denise Britigan, taught me the value of seeking mentors who are "just r...



MedEd Chat [@MedEdChat8 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 [@thartman2u8 hours ago](#)

RT [@MedEdChat](#): RT Justin Choi [@JustinJWChoi](#) 2m Replying to [@GLBDallaghan](#) [@thartman2u](#) [@MedEdChat](#) It depends on the group of peer mentors...



Dr Linda Love [@2LindaMLove8 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/IElkMJQYSg>



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@2LindaMLove](#): [#mededchat](#) We need to spend more time/effort creating structures for reverse mentoring...soooo valuable. Do you find th...



Kristina Dzara, PhD, MMSc [@kristinadzara8 hours ago](#)

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MedEd Chat [@MedEdChat8 hours ago](#)

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#mededchat](#)



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[@MedEdChat](#) Thx [@2LindaMLove](#) & [@DrMarleyDoyle](#) for leading this [#MedEdchat](#)



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@2LindaMLove](#) 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 [@2LindaMLove8 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!!



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@GLBDallaghan](#): [@2LindaMLove](#) Those are some great ideas for different mentoring relationships. As the snow piles on my roof, I'm finding...



Teresa Hartman [@thartman2u8 hours ago](#)

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



Jennifer Allie, PhD, MPA [@JenniferAllie18 hours ago](#)

[@2LindaMLove](#) 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](#)



Teresa Hartman [@thartman2u8 hours ago](#)

RT [@JenniferAllie1](#): [@2LindaMLove](#) Curious if anyone has had any successes in establishing reverse mentoring? I would love to talk to you on...



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

[@2LindaMLove](#) [@DrMarleyDoyle](#) Perhaps once more trust is established the need for niceness will evolve into mutual respect allowing for candid discussion [#mededchat](#)



MedEd Chat [@MedEdChat8 hours ago](#)

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 [@kristinadzara8 hours ago](#)

RT [@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 [#m...](#)



MedEd Chat [@MedEdChat8 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 [@kristinadzara8 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. [@DrMarleyDoyle8 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 [@kristinadzara8 hours ago](#)

RT [@thartman2u](#): [@MedEdChat](#) Thx [@2LindaMLove](#) & [@DrMarleyDoyle](#) for leading this [#MedEdchat](#)



Dr Linda Love [@2LindaMLove8 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!



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@2LindaMLove](#): [#MedEdChat](#) Standing invitation if others would like to study/write about peer mentoring, e-mentoring, reverse mentoring,...



Marley Doyle, M.D. [@DrMarleyDoyle8 hours ago](#)

RT [@GLBDallaghan](#): [@2LindaMLove](#) [@DrMarleyDoyle](#) Perhaps once more trust is established the need for niceness will evolve into mutual respect...



Dr Linda Love [@2LindaMLove8 hours ago](#)

[#MedEdchat](#)



Jennifer Croke [@jenncroke8 hours ago](#)

RT [@2LindaMLove](#): [#mededchat](#) We need to spend more time/effort creating structures for reverse mentoring...soooo valuable. Do you find th...



Jennifer Allie, PhD, MPA @JenniferAllie18 hours ago
RT @2LindaMLove: #MedEdchat <https://t.co/b1OFJzzOHZ>



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?



Michael Gisondi, MD @MikeGisondi8 hours ago
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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RT @2LindaMLove: #mededchat e-mentoring anyone? <https://t.co/J5k69DtbDw>



Jennifer Croke @jenncroke8 hours ago
RT @2LindaMLove: #mededchat <https://t.co/Ui0c71n0du>



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Michael Gisondi, MD @MikeGisondi8 hours ago
[@MedEdChat](#) [@JournalofGME](#) No #MedEdChat for me next Thursday, flying to AMEE instead. Hope to meet many of you there.



Teresa Hartman @thartman2u7 hours ago
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RT @DrMarleyDoyle: #Mentors encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every...



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Teresa Hartman [@thartman2u7 hours ago](#)

RT [@2LindaMLove](#): [#MedEdchat](#) <https://t.co/b1OFJzzOHZ>



Teresa Hartman [@thartman2u7 hours ago](#)

RT [@MikeGisondi](#): [@MedEdChat](#) T3 [#MedEdchat](#) Three part curriculum: Are you being successful now? If not why not, what do you need (skills/...



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Daisy Dulay [@Heartdocmom7 hours ago](#)

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



Mya Cubitt [@MyaCubitt7 hours ago](#)

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



Howard Liu, MD MBA [@DrHowardLiu7 hours ago](#)

RT [@DrMarleyDoyle](#): [#Mentors](#) encourage mentees to reach their full potential by encouraging, navigating and motivating. I am grateful every...



Amelia Lehto [@Atoes847 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_patients7 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 [@revolyx7 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 [@usnehal7 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 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 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 [@doctaa_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 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_Hempenstall2 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 [@AmeeraCluntun2 hours ago](#)

RT [@MikeGisoni](#): T1: [#MedEdchat](#) I am a fan of non-hierarchical mentorship, however: <https://t.co/vCZYZF9JK0...>



Dr Mustafa M Bodrick [@mustafabodrick2 hours ago](#)

Thanks Dr [@AmeeraCluntun](#) Truly 'delicious' with perfect timing

Marvellous indeed



J.B. Negrón [@negronjb31 minutes ago](#)

RT [@2LindaMLove](#): [#mededchat](#) <https://t.co/Ui0c71n0du>

#MEDEDCHAT

WHAT HAVE WE LEARNED FROM PEER MENTORING GROUPS?

@2LindaMLove

Lord, J. A., Mourtzanos, E., McLaren, K., Murray, S. B., Kimmel, R. J., & Cowley, D. S. (2012). A peer mentoring group for junior clinician educators: Four years' experience. *Academic Medicine*, 87(3), 378-383.

Benefits

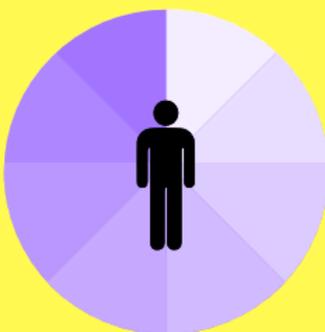
- Workplace satisfaction
- Improved social connection
- Increased productivity
- Increased collaboration
- Learning support
- Information sharing
- Accountability
- Safety

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

SHOPPING for a MENTOR



Competencies
of a Mentor

- Knowledge
- Credibility
- Communication
- Altruism
- Commitment



Holmes Jr, D.R., et al., (2018) Effective Attributes of Mentoring in the Current Era



#mededchat

@2lindamlove
UNMC Faculty Development

Types of Mentoring Relationships

Group Peer Mentoring



Peer to Peer Mentoring



Support System



Virtual Community



Institution to Institution Mentoring



Reverse Mentoring



Mentoring Network



Disch, J. (2018). Rethinking mentoring. *Critical care medicine*, 46(3), 437-441.

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

shaun allison, why coaching works

#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 @2LINDAMLOVE

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

 [@2LindaMLove](#) 17

 [@GLBDallaghan](#) 15



[@MikeGisoni](#) 13



[@myheroistrane](#) 9



[@JenniferAllie1](#) 8



[@katren_tyler](#) 8

Top 10 by Impressions



[@MedEdChat](#) 207.7K



[@kristinadzara](#) 99.2K



[@thartman2u](#) 94.7K



[@DrMarleyDoyle](#) 60.4K



[@MikeGisoni](#) 40.7K



[@Kind4Kids](#) 28.5K



[@2LindaMLove](#) 21.5K



[@ShereesePubHlth](#) 18.0K



[@GLBDallaghan](#) 17.9K



[@myheroistrane](#) 12.0K