

# The New ASiT Mentoring Scheme: an Opportunity in Surgical Training

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On behalf of the Association of Surgeons in Training

## Background

Surgical trainees face numerous challenges throughout the course of their training. The Association of Surgeons in Training (ASiT) is an independent educational charity working to promote excellence in surgical training. ASiT feel that there is an opportunity to better support surgical trainees through effective mentoring. We also believe that mentorship has a valuable pastoral role to play in enabling trainees to achieve their maximum potential, whilst developing leadership and interpersonal skills.

## Aims/Objectives

1. To develop a mentorship scheme that is available to all ASiT members in the UK.
2. To survey surgical trainees regarding their experiences of mentoring and expectations from a proposed national mentoring programme.

## Methods

ASiT developed an on-line national survey for all 10 surgical specialties investigating mentoring in order to understand what surgical trainees would want from a national mentoring programme. The results of the survey will be used to help develop a one-year pilot programme. This pilot will be launched at the ASiT Conference in Manchester 2013.

## Results

The preliminary survey data from the first 500 respondents was received from surgical trainees across the UK (Figure 1) and includes those at all stages of their career (Figure 2). It revealed that 48% of surgical trainees did not have a mentor (Figure 3) and of these 72% felt that having a mentor in surgical training was important (Figure 4). The 52% of trainees who had surgical mentors saw personal and professional benefits (Figure 5).

47% acted as mentors to other trainees or medical students (Figure 6). However, only 8% had had previous training in mentoring skills (Figure 7), whilst 83% wanted formal coaching and mentoring training (Figure 8).

Figure 3: Pie chart illustrating whether respondents considered themselves to have a mentor

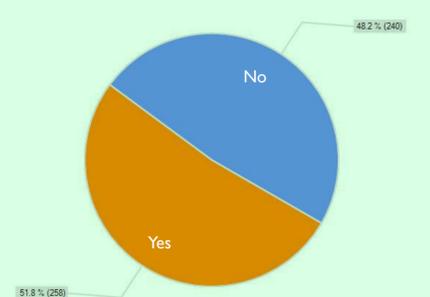


Figure 4: Bar chart of trainees' views of the importance of mentoring in surgery

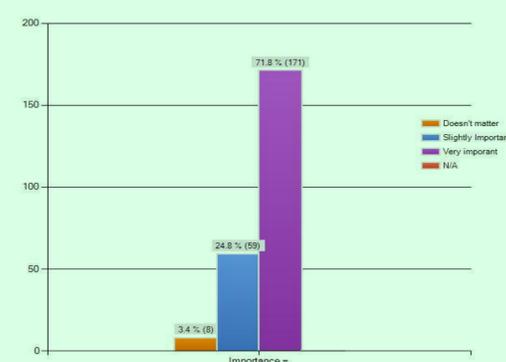


Figure 1: Pie chart demonstrating the Deanery that respondents work in

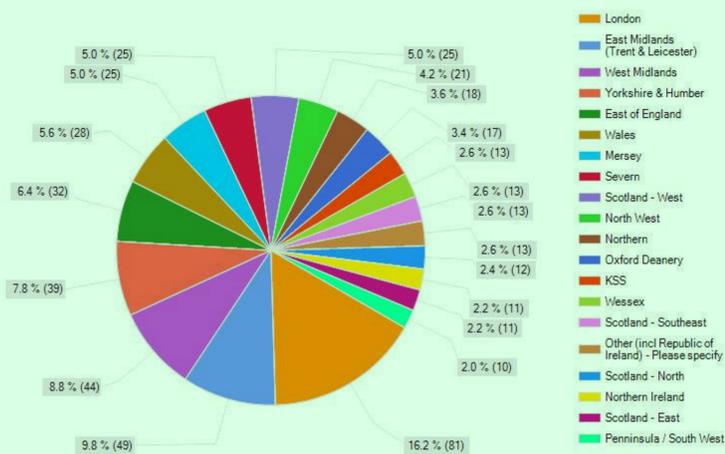


Figure 5: Bar chart showing the personal and professional impact of mentoring in surgical training

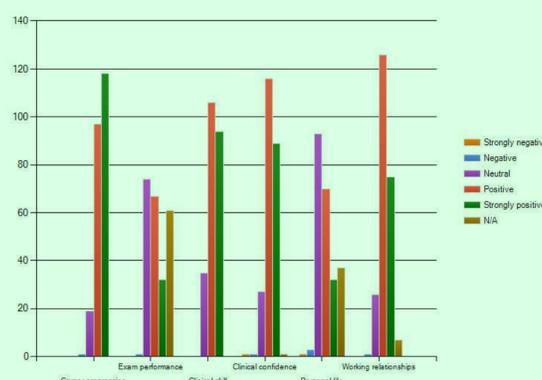


Figure 6: Bar chart showing the proportion of respondents who had acted as mentors

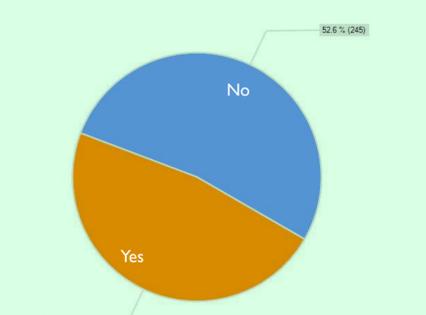


Figure 2: Pie chart demonstrating the level of training of respondents

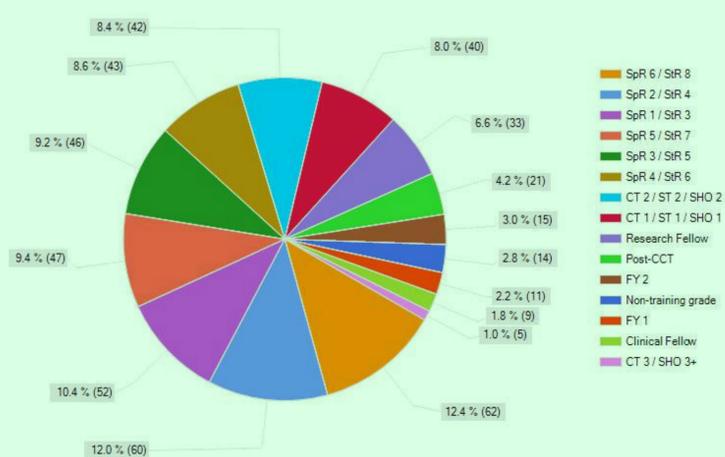


Figure 7: Pie chart showing whether respondents have received any formal mentoring training

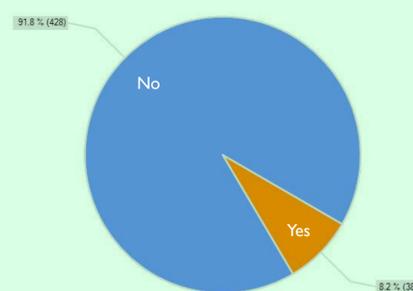
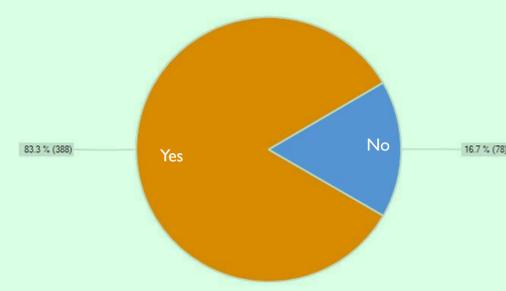


Figure 8: Pie chart showing whether respondents wanted mentoring training



## Conclusions

Mentoring is undervalued in surgical training and the preliminary results of our survey confirms that a significant number of surgical trainees do not currently have a mentor. These results also reveal that training in coaching and mentoring is lacking, but desired. This will be our main focus in developing the pilot scheme. Our pilot in 2013, utilising accredited training, will test other themes from the final survey results, prior to launching a formal scheme at the ASiT Conference in 2014.

### Further Reading

1. Entezami P, Franzblau LE, Chung KC. Mentorship in surgical training: a systematic review. *Hand* 2012;7(1):30-36.
2. Macafee DA. Is there a role for mentoring in Surgical Specialty training? *Med Teach* 2008;30(2):e55-9
3. Patel VM, Warren O, Ahmed K, Humphris P, Abbasi S, Ashrafian H, Darzi A, Athanasiou T. How can we build mentorship in surgeons of the future? *ANZ J Surg* 2011;81(6):418-24