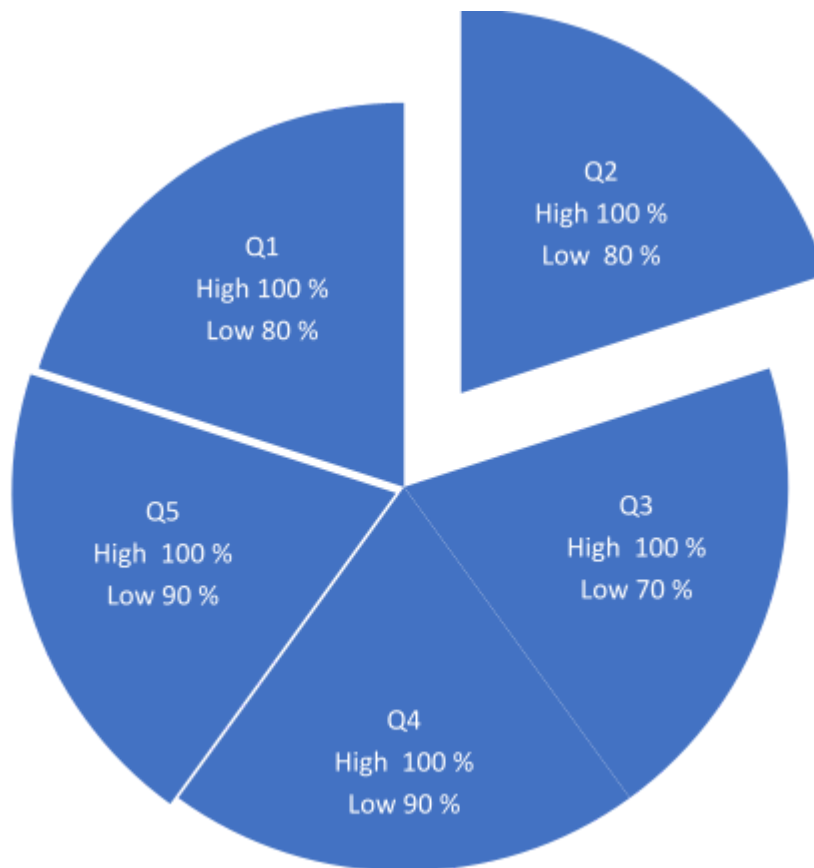


Tim Terry: Mentoring Feedback Sample Outcomes 2021



Key 1:

Q1. Was the Mentoring Session helpful to your working life situation at the time of the session? **Mean 91 %**

Q2. Did you take away useful advice from the mentoring session that you were able to implement in your working life? **Mean 83%**

Q3. Briefly describe how your working life has improved or will improve? **Mean 90%**

Q4. Based on your own experience - Would you recommend developmental mentoring as part of professional support within the medical Fraternity? **Mean 96%**

Q5. How beneficial do you feel that a dedicated mentor would be to you throughout all stages of your chosen career? **Mean 95%**

Key 2: (Sample of the last 20 clients mentored in 2021)

High % = Highest Score percentile based on 100%

Low % = Lowest Score percentile based on 100%

Collection of Commenting on questions

Q1. Was the Mentoring Session helpful to your working life situation at the time of the session?

Mean 91 %

- The mentoring session was extremely useful, as it came at a crossroad in my career plans. I was considering how much time, effort and energy I wanted to dedicate into my clinical and academic career and specifically how many research projects I was taking on. The mentoring allowed a 3rd party to offer me some unbiased advice and I was able to feel 'ok' to not pursue the most ambitious option.
- **Yes, it helped shaped my perspective of the things in balance in my life and how much I value each component and how I should be weighing that balance versus how I am actually weighing the balance**
- These sessions came at a time in my career when I was very stressed about completion of my training and Mr Terry provided the ideal amount of support whilst challenging me to work through my options and priorities. He was able to help me recognise my strengths and achievements to motivate me to remained focused to clear this final hurdle.
- Absolutely. It has been a phenomenal useful and great guidance
- ***Currently out of programme doing a PhD – had a very useful discussion about aspects to focus on when returning to training. Also discussed how to incorporate a formal academic/research role into future surgical career. Was also a great opportunity to meet a senior and experienced clinician from a different region and learn about other departments and network.***
- **Always helpful, and insightful. Very intuitive and able to get to the root of things. Approachable and understanding.**
- Very much so. It is incredibly reassuring having someone so experienced listen to your challenges in an unbiased non-judgemental way, and for you to know that they really do understand.
- Yes it helped gain perspective in to future career prospects which I would not have been able to see at my stage without help from my mentor's experience.
- Yes!

Q2. Did you take away useful advice from the mentoring session that you were able to implement in your working life? **Mean 83%**

- **Yes certainly, many aspects, if not all have been adopted. Mostly RP, but some interpersonal techniques with confidence boosting have made a huge difference to my working life.**
- To a certain extent. The peace of mind and the confidence building is excellent. In many ways, I feel that this was as much to allow me to accept and understand situations and how I react to them rather than learning how to change the situation entirely. However, I accept that much of that is my own Type A personality and ambition.
- Yes – keeping a journal to help with work related anxiety

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- Yes, certainly, it has been helpful in reprioritising my responsibilities.
- **Yes, a greater awareness of being able to say 'no' in order to preserve sanity and work-life balance.**
- Definitely. Mr Terry's vast experience in surgery, surgical education / training and leadership were all key in enabling me to assess my option and allowing me to be well informed and certain of my decisions going forward. I will use the skills gained from this experience in my future practice and to mentor others in future. Mostly I was able to focus clearly following our sessions on what my immediate goals and aims were and my intermediate and long-term goals. Reassessing what I have achieved / where I have come from, what my current situation is and where I want to be / what I want to achieve, with someone who has heard and seen it all gave me the benefit of that experience / insight – it is akin to learning from stories.
- The discussion and follow-up email has stayed with me and my mind. At times, I lose track of the discussion and lose my way. For this reason I think regular mentoring would be of benefit.

Q3. Briefly describe how your working life has improved or will improve? *Mean 90%*

- **I have a higher level of insight, which has come from a tailored approach to my own personality through the mentoring. I am more conscious of reflection (but avoiding over-analysis).**
- Despite the mentoring advice, the pressures of work and life at the current time are at times overbearing and therefore I am still trying to incorporate the learning points from the session into my working life, however it is difficult within the expectations of a surgical and academic trainee.
- We focused on wellbeing, emotional intelligence and emotional agility as we had a shared interest in these areas. The wellbeing in particular resonated with me because I always put everyone else first. I have realised that this is an area of growth for me; focus on now that I am in 'clear water' and some of the demands on my time have been reduced. One of the best outcomes was the clarity I gained in assessing all aspects of my life and how interconnected they are hence the need to ensure I paid attention to my personal life to ensure that my work life and personal life work in synergy. I felt better able to meet my clinical and educational outcomes and was focused on achieving my immediate goal (completion of training) so that I could move on to other goal namely my leadership masters and securing a consultant post.
- Not get so stressed and anxious about things. Knowing that I am doing a lot already and learning to say no. Knowing that I am successful and have achieved so much so far. Having a work-life-family balance.

Q4. Based on your own experience - Would you recommend developmental mentoring as part of professional support within the medical Fraternity? *Mean 96%*

Tim Terry: Mentoring Feedback Sample Outcomes 2021

- **Yes I would. Mentoring enables people to function with less friction (internally and externally). Medical professionals can suffer considerable stress and anxiety and internalise things. Having a business level view of what works and what doesn't, will improve performance (and thus end of the bed care), hospital performance, metrics, and, ultimately, population level health. We must look after each other intelligently.**
- No question in my mind. I'm heavily involved with human factors teaching and examining in the RCSI. We are way behind other industries in this regard.
- I would without hesitation recommend mentoring to the medical fraternity. It's shameful how we look after everyone but ourselves and this stems from a culture that the patient always comes first until we realise this shouldn't be the case and it's too late as by then we are burnt-out. Having an independent, experienced party advise you on your career, unbiased to your hospital rotation or career is incredibly useful.
- Definitely.
- Yes
- **Yes absolutely, I think a lot of people, especially early in their career, go through their days with little guidance as to how they should be approaching work. And with the pressures of repeated job applications, gaining experience and wanting to impress, many (myself included) end up burning out quite quickly. So mentorship would be useful in providing context and guiding doctors in their early careers to achieving a better, more enjoyable balance.**

Q5. How beneficial do you feel that a dedicated mentor would be to you throughout all stages of your chosen career? **Mean 95%**

- **Very helpful. Possibly as I tend to thrive on encouragement and positive affirmation but also because feeling like there is a direction in life is central to the human condition.**
- I think this is really key, but that the term mentor may mean a different thing though more senior levels of practice. As a registrar and junior consultant – especially in contemporary working environments which are subject to rapid flux – the notion of having some to speak to is critical. However, the choice of mentor is actually quite important here, and I don't think there can be a "one size fits all" approach. Perhaps specialty-specific, or even regional, or cultural-specific mentors might fit better?
- Highly. I am very grateful to Tim for his time and unreserved attention. He has gone out of his way to make this mentoring work for me and a number of others in my organisation. In life, I think everyone is looking for a good mentor who values them and sees their potential. It's nice to have someone who isn't personally invested in one's choices give them advice (i.e. impartial advice). It is hard to measure tangible benefits of a mentoring scheme, but I can say that I feel more enlightened and better after our sessions than before our sessions.
- **It would be very beneficial as in Q4 in providing regular 'reality checks' and ensuring we're achieving an optimal work-life balance.**

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- Without a doubt. Following my first session with Mr Terry I felt like he understood me and the nuances of my clinical and leadership roles. I felt that I gained more from that session than all the meetings with my supervisors, and I have had some great supervisors that I respect. The most important part for me was that Mr Terry's knowledge about all aspect of my career was able to enrich our discussions with him being completely independent and not related to my training. This allowed unbiased advice and I felt like MY training, career and life was the priority with no conflicts of interest which are sometimes present in training with the need for service provision. As doctors and surgeons in particular, we feel like we can conquer anything and are not comfortable when we stumble, so having someone to steady me was invaluable.
- *I think this would be very useful. I feel mentoring tends to occur more officially and unofficially as a foundation year/core trainee but tends to fall aside when one becomes a speciality trainee. However, being a registrar and transitioning from a registrar to a junior consultant are rapidly evolving stages in one's career with numerous clinical, professional, ethical challenges etc. There are a number of areas that are developing during this time and different mentors could fill different roles (clinical and operating areas, research, business/administration/management etc) based on their specific interests and abilities, based on what the junior surgeon needs.*
- **Being in touch with Mr Terry has always been positive, and I have benefitted hugely professionally and personally from his mentorship.**
- I genuinely feel this point in the time is the lowest morale of the NHS workforce, whether that is to do with resilience or expectations, it is what it is. The multiple lockdowns, redeployments, missed training opportunities, increased competitiveness of training positions has undoubtedly taken its toll. Extra support is required. The situation may only become harder and therefore extra support, such as mentoring would be invaluable throughout the rest of our careers.

I swear that the above comments are all true and copied/pasted as written on the questionnaire by mentees. No spellcheck/ grammatic checking has been carried out.

Under GDPR laws the actual forms and names of the Mentees, with their permission, may be available for scrutiny.

Mr T R Terry. 06/08/2021.