

Background/Significance:

- “Mentorship is a voluntary and mutually beneficial long-term relationship. In this relationship, one person is an experienced and knowledgeable leader (mentor) who supports the maturation of the less experienced person with leadership potential (mentee)” (Bally, 2017)
- Mentorship programs have demonstrated an increase in nurse recruitment, retention along with enhanced job satisfaction and support for personal and professional growth

Purpose:

- To describe the experience and satisfaction of the mentorship program in a pediatric perioperative setting

Description of Mentorship Program:

- A comprehensive welcome manual is provided for every mentor/mentee which includes background on mentorship, goals, definitions, expectations and references
- Upon completion of orientation, the Mentorship Program Leader facilitates pairing by meeting individually with mentee to help find a mentor who will be a good fit
- The Mentorship Program Leader provides informal education
- After mentor/mentee relationship has been established, the Mentorship Program Leader checks in informally as well as through ongoing survey evaluations



Carla:
“I love being able to support and guide Christine in her new journey and watch her grow in such a positive manner!”

Christine:
“Carla has always been someone I can go to for support whether it be a text, call, or stop in the hallway! As I now transition into the role of mentor, I hope to provide the same guidance for my mentees as Carla did for me.”

(l) Carla Moriarty, mentor and (r) Christine LaHive, mentee

Table 1. Mentor/Mentee Demographics

	Mentor 6 Month n=17 N=37	Mentee 6 Month n=11 N=47
Response Rate	45.9	23.4
Location of Work		
Main OR	14 (82.4)	9 (81.8)
PACU	3 (17.6)	2 (18.2)
Years of Experience in Current Role		
<5 years	3 (17.6)	10 (90.9)
5-9 years	2 (11.8)	1 (9.1)
10-14 years	0	0
15+ years	12 (70.6)	0
Worked at BCH prior to current position		
Yes*	7 (41.2)	3 (27.3)
No	10 (58.8)	8 (72.7)
Missing	0	0
*If yes, Years of Experience at BCH		
<5 years	0	3 (100)
5-9 years	0	0
10-14 years	0	0
15+ years	7 (100)	0
Age		
20-29	2 (11.8)	7 (63.6)
30-39	3 (17.6)	3 (27.3)
40-49	0	1 (9.1)
50+	12 (70.6)	0

Figure 1: Mentorship Supports a Sense of Belonging

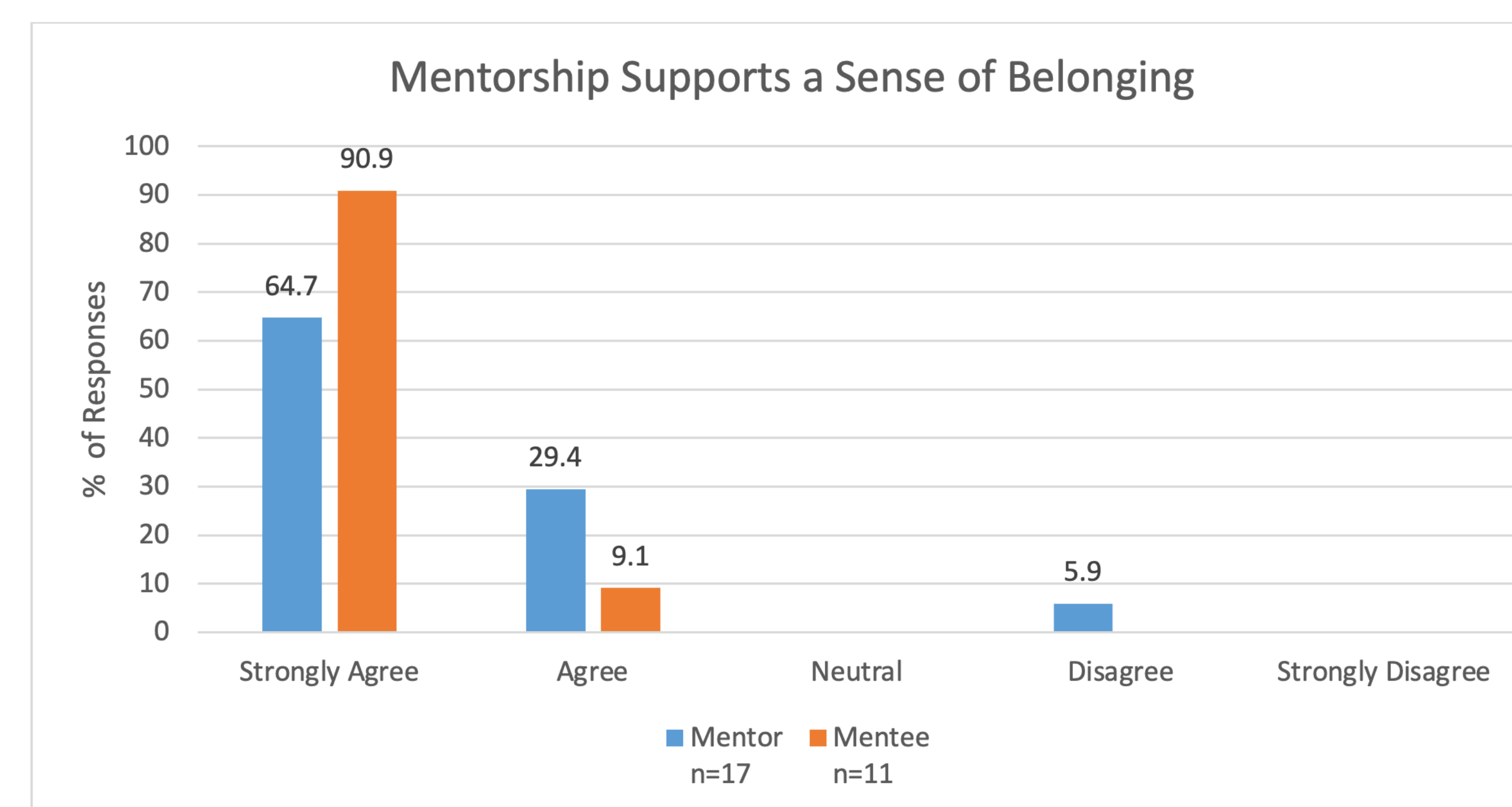
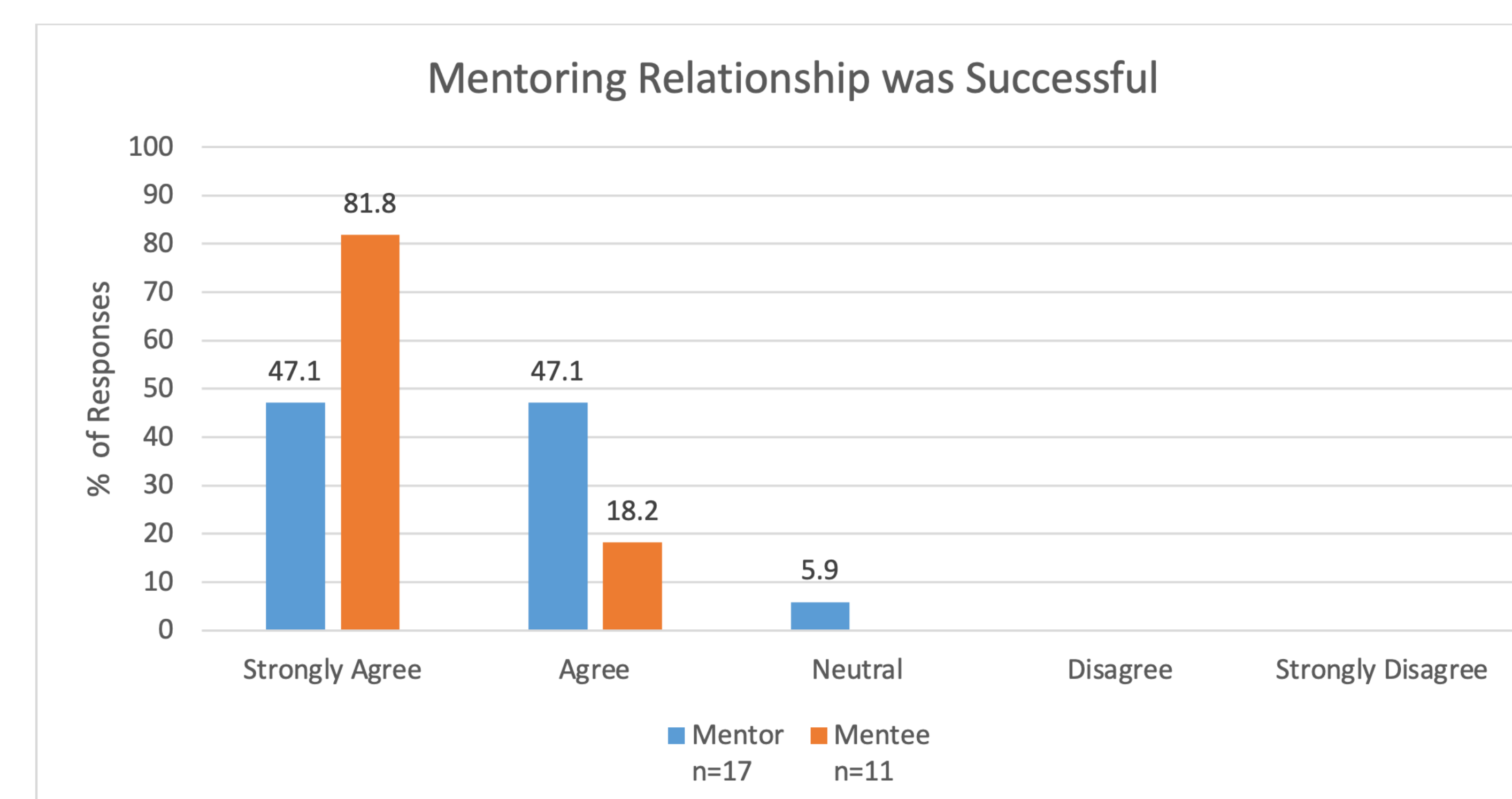


Figure 2: Mentorship Relationship was Successful



Methods:

- A mentor and mentee longitudinal survey were developed and administered via REDCap
- Nurses from the operating room (OR) and post anesthesia care unit (PACU) who participated in the program as a mentor (N=104) or a mentee (135) were invited to complete a one-time demographics section and then report their experience prior to the start, 6 months, 12, and 24 months
- All data were summarized and responses between the mentor and mentee compared

Results:

- Demographics of respondents are reported in Table 1
- Overall, there were similarities between the mentor and mentee responses in each of the survey components
- Both mentors and mentees agree the program provided a strong sense of belonging (Figure 1)
- The mentor/mentee relationship was viewed as strongly successful (Figure 2) and contributed to job satisfaction

Conclusions:

- The mentorship program in its current form was found to be feasible, promoted a sense of belonging, was viewed as successful, and supported job satisfaction
- There was a strong similarity from both the mentor and mentees responses

Next Steps:

- Opportunities for exploring structured time during workday and designated space for mentorship are an area for future focus
- Future inquiry will examine the relationship between the mentorship program and nursing retention/turnover
- Implement a mentorship program in our satellite locations and share our methods, survey tool and lessons learned

References:

Bally, J.M.G., 2007. The Role of nursing leadership in creating a mentoring culture in acute care environments. *Nurse Economics*, 25(3), 143-149.