MENTORSHIP MATTERS: QUALITATIVE AND QUANTITATIVE EVIDENCE FOR THE VALUE OF MENTORSHIP PROGRAMS FOR NOVICE AND EXPERIENCED CLINICIANS

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BACKGROUND

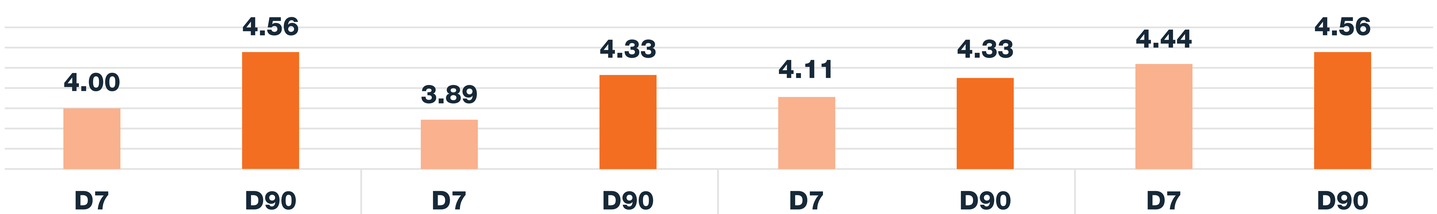
It is well documented that transitioning from student to novice clinician (NC) is stressful, and many qualitative studies tout the value of mentorship during this time.[3] However, data measuring objective success of NCs in mentorship programs is limited. Additionally, there is limited research studying mentorship of the experienced clinician (EC) in novel practice settings, despite nearly half considering a change.[1] The aim of this study was to understand the effects of a mentorship program on NC and EC objective success, and evaluate NC and EC self-perceptions after participation in a mentorship program.

METHODS & RESULTS

Participants (n=9) were new hires in two states from June 2022 to September 2024, participating in a Mentor Program (MP) if NC, and Sponsor Program (SP) if EC. Participants completed a Likert Scale self-reflection survey, with 1 indicating strongly disagree and 5 indicating strongly agree, at day 7 (D7) and day 90 (D90). Objective data was collected from months 6 to 12, including productivity percentage (PP), adherence to prescribed treatment frequency (AF), and documentation posting lag (PL). Participants were excluded if they had incomplete objective data sets or missing survey results. Paired t-test analysis was used to compare survey results from D7 to D90 for the combined NC + EC groups, and averages of the NC group and EC group objective data were compared to practice wide averages.

NC and EC groups demonstrated improved survey ratings from D7 to D90 across all questions, with one question regarding documentation efficiency reaching statistically significant improvement (p=0.01). NC and EC groups outperformed practice averages for PP and AF; ECs outperformed practice average for PL, while NCs underperformed by 0.23 days.

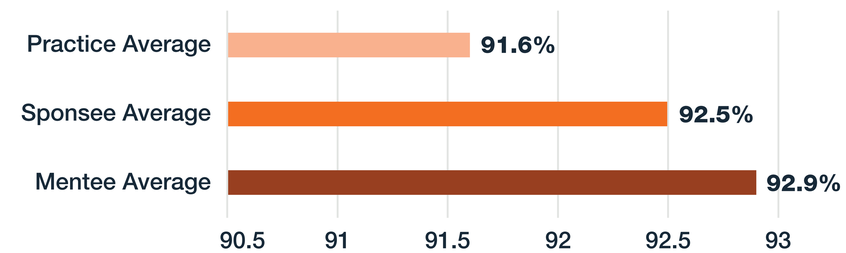
D7 VS. D90 SELF-ASSESSMENT



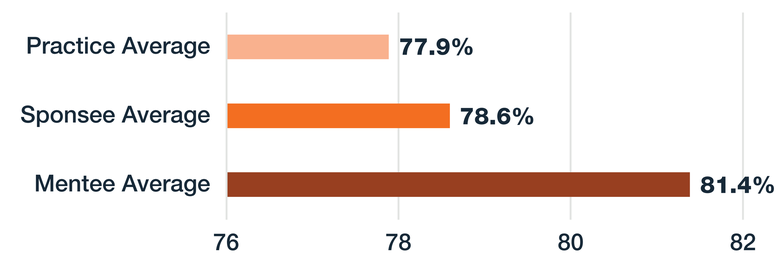
DISCUSSION

Mentorship offers profound value for both novel and experienced clinicians entering new practice settings. This study demonstrates the subjective and objective improvements in job success that a mentorship program tailored to new hire experience levels can provide. Future research questions include the role of mentorship in retention of clinicians over extended periods of time, and further investigation of the financial return on investment (ROI) of mentorship programs.

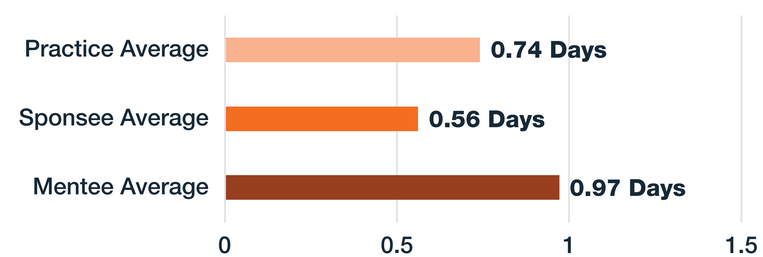
PRODUCTIVITY PERCENTAGE



ADHERENCE TO PRESCRIBED TREATMENT FREQUENCY



DOCUMENTATION POSTING LAG



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