



## Perceptions on Mentoring Concept and Mentoring Practices among Medical Mentors: A Mixed-Methods Study

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### ABSTRACT

**Introduction:** Mentoring medical students is one of the essential responsibilities or missions of a medical school faculty. **Objective:** This study aimed to determine the perceptions of mentorship and mentoring practices among mentors using a convergent parallel method. **Method:** Quantitative data was collected by using an adopted validated self-administered questionnaire and analyzed using SPSS version 20. Qualitative data was done using one-to-one interview based on semi structured interview guide and analyzed using thematic analysis. **Result:** A total of 61 respondents participated in the quantitative survey. Approximately 75% of the respondents had 5 to 10 mentees, with majority rated themselves as satisfactory mentor. More than 60% of them met their mentees at least once every six months. Most respondents were friendly (86.9%) and frank to their mentees (68.9%) and were interested in their mentees' professional development (95.1%). Phone calling (93.4%) and E-mail (95.1%) were preferred as modes of contact. Mentees were allowed to call their mentors anytime of the day (74.1%). Respondents preferred to counsel their mentees (80.3%) and would refer them for professional help whenever necessary (70.5%). For qualitative data, a total of 5 participants participated with themes emerged: concepts of mentoring, factors contributing to ineffective mentoring and ways to improve mentoring practices. **Conclusion:** The respondents had positive perceptions regarding their mentorship and practices. A more structured approach with clear mentoring guideline and proper training should be in place.

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### Introduction

Mentoring was introduced and developed in many sectors with the aims to support and guide another experience-lacking individual. In medical profession, formal mentoring was only developed at the late 1900s and it has become one of the essential responsibilities of a medical

school. Studies had showed that depression due to stress among medical students rated higher than other graduates in general public [1]. The burdened study load, frequent examinations, poor learning environment, and financial affairs are the common stressors among medical students that subsequently bring negative influences on their academic performance and