Einführung in Mentoring
Konzepte und Erfolgsfaktoren

K. Dimitriadis
„Mentor, how am I to go up to the great man? How shall I greet him? Remember that I have had no practice in making speeches; and a young man may well hesitate to cross-examine one so much his senior. “
An ideal mentoring relationship is personal in nature, long lasting and it involves direct interaction. It consists of three components: emotional and psychological support, direct assistance with career and professional development and role-modeling. It is reciprocal, where both mentor and mentee (a.k.a. protégé) derive emotional and tangible benefits. It emphasizes the mentor’s greater experience, influence and achievement within a particular field.

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Mentoring im universitären Kontext
A faculty mentoring relationship is one that may vary along a continuum from informal to formal in which faculty members with useful experience, knowledge, skills, and/or wisdom offers advice, information, guidance, support, or opportunity to another faculty member or student for that individual’s professional development. (Note: This is a voluntary relationship initiated by the mentee.)
Abgrenzung zu...

• Tutor
• Betreuer
• Doktorvater
• Advisor
• Preceptor
Mentoringformen:
Peer mentoring is a form of mentoring that involves informal dynamic relationships within a group of individuals who are similar in experience and rank. It is based on the premise that there is a pool of skills, experiences, and resources within the group that is deliberately or subliminally used to support and empower one another and to foster everyone's development. Because of the equality among group members, relationships are generally personal and mutual, and ideally, each participant has something of value to contribute and gain.
Facebook as a Peer-Mentoring Platform

### Table 2. Frequency of peer-mentoring elements in posts and comments.

<table>
<thead>
<tr>
<th>Categories and subcategories</th>
<th>PCY1(^a), % average frequency(^b) (SD)</th>
<th>PCY2(^c), % average frequency(^b) (SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Study related</td>
<td>76 (5)</td>
<td>75 (4)</td>
</tr>
<tr>
<td>Knowledge/skills</td>
<td>10 (4)</td>
<td>65 (3)</td>
</tr>
<tr>
<td>Experiences</td>
<td>14 (15)</td>
<td>1 (1)</td>
</tr>
<tr>
<td>Resources</td>
<td>68 (18)</td>
<td>33 (3)</td>
</tr>
<tr>
<td>Emotional support</td>
<td>8 (7)</td>
<td>1 (2)</td>
</tr>
<tr>
<td>Nonstudy related</td>
<td>24 (5)</td>
<td>25 (4)</td>
</tr>
<tr>
<td>Social activities</td>
<td>99 (2)</td>
<td>84 (3)</td>
</tr>
<tr>
<td>Advertising</td>
<td>1 (2)</td>
<td>16 (3)</td>
</tr>
</tbody>
</table>

\(^a\)First preclinical year (PCY1).
\(^b\)Percentages represent the averages across all analyzed weeks in each preclinical year.
\(^c\)Second preclinical year (PCY2).
Erfolgsfaktoren:

- Definition der Ziele
- Ressourcen
- Passende Mentoring-Form
- Motivation der Mentees
- Motivation der Mentoren
- Matching-Verfahren
MeCuM - Mentor
Ziele:

• Für Studierende
• Für Mentoren
• Für die Fakultät
Peer-Mentoring

Im letzten Jahr über 40 Veranstaltungen

• Stadtrallye
• FacharztDuell
• Physikumsinfo
• DoktaMed
• Clinical Skills
• Klinikeinführung
• SuperSlam
One to one-Mentoring
MeCuM-Mentor seit 8 Jahren
Mentoren mit Matching-Profil 400
Studenten mit Mentor 512
% Studierende mit min. 1x Mentor 32 - 44 %
Mentees pro Mentor 2
Matching:

- Persönliche Beratung
- Online Algorithmus
- Online Suche
Facharztrichtung:

**Innere Medizin und Kardiologie**

Zusatzbezeichnungen:

1. Notfallmedizin
2. Sportmedizin

Freitext:

Hallo,


Kurz zu meiner Vita:

- Medizinstudium an der LMU 4/2002 - 6/2008
- Hammerexamen: 4/2008
- PJ-Tertiale: Kardiologie: Klinikum Pasing; Prof. Haberl
- Chirurgie: Groote Schuur Hospital, UCT, Kapstadt
- Radiologie: KS Grabs (CH), Uni Zürich
- Doktorarbeit in der Neurogenetik; Prof. Dichgans, Klinikum Großhadern
- Forschungsaufenthalt an der UMCG in Groningen, Niederlande
- Aktuell: Assistentarzt in der Innere/Kardiologie Rotkreuz-Klinikum
- Hobbies: Tennis, Tauchen, Basketball und vieles mehr, wenn die Zeit dafür wäre.
Primärer Endpunkt: Zustandekommen einer Mentoren-Beziehung (n=225)

PB Vs online-Matching (97.2% versus 80.7%, p = 0.06)

Algorithmus Vs Suche (75.9% versus 85.3%, p = 0.2)
Zufriedenheit mit Mentoring Beziehung

(p = 0.36)
Worüber haben Sie mit Ihrem Mentor gesprochen?

- Ausland: 69%
- Karriereplanung: 68%
- Doktorarbeit: 62%
- PJ: 47%
- Famulatur: 33%
- Extrakurrikuläres: 23%
- Sonstiges: 23%
- Prüfungsvorbereitung: 21%
- Familie und Beruf: 21%
- medizinische Fragen: 11%
Munich-Evaluation-of-Mentoring-Questionnaire (MEMeQ)

Part 1: Personal aspects of the mentoring relationship

<table>
<thead>
<tr>
<th>Question 1: My mentor ...</th>
<th>Strongly Disagree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>...was approachable</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>...was supportive and encouraging</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>...provided direction and guidance regarding my course of study, student issues or career management</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>...motivated me to reach my objectives</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>...answered my questions satisfactorily (e.g., timely, clear, comprehensive)</td>
<td>0</td>
<td>5</td>
</tr>
</tbody>
</table>

Part 2: Contextual aspects of the mentoring relationship (CAMI)

In which areas of interest you require guidance and assistance from your mentor depends on a lot of different factors, e.g., the progress of your course of study, your interests and your previous experiences. It depends on you which areas of interest are part of your individual mentoring relationship.

Question 2: Define 1-7 areas of interest, in which you would be advised or supported by your mentor (the order of mention does not matter).

1. area of interest
2. area of interest
3. area of interest
4. area of interest
5. area of interest
6. area of interest
7. area of interest

Part 3: Overall satisfaction with the mentoring relationship

| Question 5: What are positive aspects of your mentoring relationship? (free text) |
| Question 6: What would you change in your mentoring relationship? (free text) |
| Question 7: Overall, how satisfied are you with your mentoring relationship? |
Zusammenfassung

„Mentor, how am I to go up to the great man? How shall I greet him? Remember that I have had no practice in making speeches; and a young man may well hesitate to cross-examine one so much his senior.“