PART 1

Protocol for semi-structured interview of residents

Introduction
You have agreed to participate in a qualitative study examining experiences, challenges, and potential benefits of mentorship programs for anesthesia trainees. This is an interview-based study that aims to explore if there are specific challenges involved in developing and maintaining anesthesia mentorship programs, as compared to mentorship programs in other medical specialties. Interviews will be recorded, transcribed and anonymized. These transcripts will be qualitatively analyzed looking for common themes and perspectives between respondents. We intend to disseminate the findings as abstracts at medical education conferences and publish our analysis in peer-reviewed literature. Written quotations of comments will be used but anonymized.

A. Identifying, contacting, and acquiring a mentor or mentors.
   a. Please tell me the name of your Mentor __________.
   b. How did you acquire your Mentor in Anaesthesiology?
   c. Was the experience difficult or easy for you?
   d. Do you think others have similar experiences?

B. Expectations of the Mentor-Mentee relationship.
   a. What makes for a “good” Mentor-Mentee relationship?
   b. What is the role/function of a Mentor?
      i. Where do they contribute most, or are most helpful, to you?
   c. What were your expectations going into a Mentor-Mentee relationship?
      i. In what ways have your expectations of having a Mentor been satisfied?
      ii. Frustrated?
   d. What do you see as your responsibilities in the relationship?
      i. What do you bring to it to make it a positive experience?

C. Actual experience of Mentor-Mentee relationships.
   a. What do you discuss with your Mentor?
   b. How often do you communicate?
   c. How would describe your relationship with your Mentor?
   d. What is it that makes your experience positive or awkward?
   e. Are you friends with your Mentor?
      i. What are your Mentor’s hobbies?
   f. Do you feel that your Mentor is qualified for the role?

D. Pros and cons in your experience of Mentor-Mentee relationships.
   a. What do you perceive as the benefits to you of having a Mentor?
   b. How does having a Mentor contribute to/inhibit your overall resident experience?
c. If your relationship with your Mentor was not "comfortable", how would you go about ending it?

E. Perceived barriers or inhibitors to acquiring and experiencing a positive Mentor-Mentee relationship.
   a. What is the biggest problem you experience in relating to your Mentor?
   b. What is the biggest problem you experience in spending time with your Mentor?
   c. What role do you think "gender" plays in Mentor-Mentee relationships?
      i. What gender is your Mentor? ____________.
   d. What role do you think "ethnicity/culture" plays in Mentor-Mentee relationships?
      i. What ethnic/cultural background does your Mentor have? ____________.
   e. What sort of awkwardness have you experienced in your Mentor-Mentee relationship related to either gender or ethnicity/culture?
   f. Do you feel that these factors ought to “match”?

F. Suggested improvements to the current program/model.
   a. What would make the Mentor-Mentee program better? easier? more productive?
Protocol for semi-structured interview of faculty

Staff Anesthesiologists:

You have been identified as a Mentor of Anaesthesiology Residents at The Ottawa Hospital. I would like to discuss various aspects of that role with you – the good and the not so good — and then to get your opinion on how the program might be improved. We should be done in about thirty minutes.

A. Your role as a Mentor.
   a. How do/did you become a Mentor?
   b. How long have you acted as a Mentor?
   c. Have you had any special training or guidance for the role?
   d. How many Mentees do you currently have?
   e. How does being a Mentor “fit” within your overall responsibilities and practice?
   f. What do you feel you have to offer someone whom you mentor?
      i. What do you feel is your most valuable contribution to your charge/s?

B. Your relationship with your mentee/s.
   a. What do you talk about?
   b. Are there a “set” of topics that are “supposed” to be covered?
      i. Career development
      ii. Personal goals and well-being
   c. How do you perceive the role you play in your mentee/s life?

C. Your expectations of your Mentee/s.
   a. What do you require of your Mentee/s to make the experience positive?
   b. What makes for the most successful Mentor-Mentee relationship?
   c. What can “mess up” a Mentor-Mentee relationship?
   d. On what grounds would you refuse to mentor, or dissolve an existing relationship?
      i. Have you ever had to do this?

D. Perceived barriers or inhibitors to acquiring and experiencing a positive Mentor-Mentee relationship.
   b. What is the biggest problem you experience in relating to your Mentees?
   c. What is the biggest problem you experience in spending time with your Mentees?
   d. What role do you think “gender” plays in Mentor-Mentee relationships?
      i. What gender/s is/are your Mentee/s?
   e. What role do you think “ethnicity/culture” plays in Mentor-Mentee relationships?
      i. What ethnic/cultural background does/do your Mentee/s have?
   f. What sort of awkwardness have you experienced in your Mentor-Mentee relationship related to either gender or ethnicity/culture?
   g. Do you feel that these factors ought to “match”?
E. Your joys and frustrations with being a Mentor.
   a. What does it mean to you to be someone’s Mentor?
   b. Have you enjoyed being a Mentor?

F. Suggestions for improvement of the program.
   a. What frustrates you the most about the whole Mentor-Mentee program?
   b. What would make the process for Residents acquiring a positive Mentor-Mentee relationship easier?