

# Mass General Mentorship Pilot Program Survey--Mentee

1.

\* 1. Please rank the following according to your present commitment

1-most, 5-least

Admin/Committee Work	<input type="text" value="6"/>
Patient Care	<input type="text" value="6"/>
Teaching	<input type="text" value="6"/>
Research	<input type="text" value="6"/>
Other	<input type="text" value="6"/>

2.

Please note the scale options with each question

\* 1. Prior to the Monday January 12th mentorship pilot program session, did you already have someone at MGH you considered to be a mentor?

Yes

No

2. If yes to the question above, how satisfied were you in being mentored?

too early to tell

not satisfied

mildly satisfied

moderately satisfied

very satisfied

extremely satisfied

not applicable

\* 3. Do you personally have a role model?

Yes

No

3.

Please note the scale and question in each of the options below.

# Mass General Mentorship Pilot Program Survey--Mentee

\* 1. Prior to the Monday January 12th mentorship pilot program session, how important was it to you to be mentored in the following areas?

Please note the options include a scale of "not important" to "extremely important." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	not important	mildly important	moderately important	very important	extremely important	not applicable
Ability to give feedback	10	10	10	10	10	10	10
Ability to receive feedback	10	10	10	10	10	10	10
Academic promotion	10	10	10	10	10	10	10
Balancing work and family Life	10	10	10	10	10	10	10
Career planning and advice	10	10	10	10	10	10	10
Career success	10	10	10	10	10	10	10
Clinical skills	10	10	10	10	10	10	10
Communication skills	10	10	10	10	10	10	10
Increasing your visibility	10	10	10	10	10	10	10
Integrating research and clinical activities	10	10	10	10	10	10	10
Job satisfaction	10	10	10	10	10	10	10
Knowledge about the HMS and MGH organizational system and culture	10	10	10	10	10	10	10
Leadership skills	10	10	10	10	10	10	10
Learning how to be a mentor/mentoring skills	10	10	10	10	10	10	10
Networking	10	10	10	10	10	10	10
Opportunities for self reflection	10	10	10	10	10	10	10
Professional connectedness	10	10	10	10	10	10	10
Scientific research/grant writing	10	10	10	10	10	10	10
Self confidence	10	10	10	10	10	10	10
Teaching	10	10	10	10	10	10	10
Time management	10	10	10	10	10	10	10

# Mass General Mentorship Pilot Program Survey--Mentee

\* 2. Prior to the Monday January 12th mentorship pilot program session, how satisfied were you that you personally had been mentored in the following areas?

Please note the options include a scale of "not satisfied" to "extremely satisfied." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	not satisfied	mildly satisfied	moderately satisfied	very satisfied	extremely satisfied	not applicable
Ability to give feedback	jn	jn	jn	jn	jn	jn	jn
Ability to receive feedback	jn	jn	jn	jn	jn	jn	jn
Academic promotion	jn	jn	jn	jn	jn	jn	jn
Balancing work and family life	jn	jn	jn	jn	jn	jn	jn
Career planning and advice	jn	jn	jn	jn	jn	jn	jn
Career success	jn	jn	jn	jn	jn	jn	jn
Clinical skills	jn	jn	jn	jn	jn	jn	jn
Communication skills	jn	jn	jn	jn	jn	jn	jn
Increasing your visibility	jn	jn	jn	jn	jn	jn	jn
Integrating research and clinical activities	jn	jn	jn	jn	jn	jn	jn
Job satisfaction	jn	jn	jn	jn	jn	jn	jn
Knowledge about the HMS and MGH organizational system and culture	jn	jn	jn	jn	jn	jn	jn
Leadership skills	jn	jn	jn	jn	jn	jn	jn
Learning how to be a mentor/mentoring skills	jn	jn	jn	jn	jn	jn	jn
Networking	jn	jn	jn	jn	jn	jn	jn
Opportunities for self reflection	jn	jn	jn	jn	jn	jn	jn
Professional connectedness	jn	jn	jn	jn	jn	jn	jn
Scientific research/grant writing	jn	jn	jn	jn	jn	jn	jn
Self confidence	jn	jn	jn	jn	jn	jn	jn
Teaching	jn	jn	jn	jn	jn	jn	jn
Time management	jn	jn	jn	jn	jn	jn	jn

# Mass General Mentorship Pilot Program Survey--Mentee

\* 3. Prior to the Monday January 12th mentorship pilot program session, to what extent do you agree you personally have achieved the following in your career?

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Ability to give feedback	jn	jn	jn	jn	jn	jn	jn
Ability to receive feedback	jn	jn	jn	jn	jn	jn	jn
Academic promotion	jn	jn	jn	jn	jn	jn	jn
Balancing work and family life	jn	jn	jn	jn	jn	jn	jn
Career planning and advice	jn	jn	jn	jn	jn	jn	jn
Career success	jn	jn	jn	jn	jn	jn	jn
Clinical skills	jn	jn	jn	jn	jn	jn	jn
Communication skills	jn	jn	jn	jn	jn	jn	jn
Increased visibility	jn	jn	jn	jn	jn	jn	jn
Integrating research and clinical activities	jn	jn	jn	jn	jn	jn	jn
Job satisfaction	jn	jn	jn	jn	jn	jn	jn
Knowledge about the HMS and MGH organizational system and culture	jn	jn	jn	jn	jn	jn	jn
Leadership skills	jn	jn	jn	jn	jn	jn	jn
Learning how to be a mentor/mentoring skills	jn	jn	jn	jn	jn	jn	jn
Networking	jn	jn	jn	jn	jn	jn	jn
Opportunities for self reflection	jn	jn	jn	jn	jn	jn	jn
Professional connectedness	jn	jn	jn	jn	jn	jn	jn
Scientific research/grant writing	jn	jn	jn	jn	jn	jn	jn
Self confidence	jn	jn	jn	jn	jn	jn	jn
Teaching	jn	jn	jn	jn	jn	jn	jn
Time management	jn	jn	jn	jn	jn	jn	jn

4.

# Mass General Mentorship Pilot Program Survey--Mentee

1. Prior to the Monday January 12th mentorship pilot program session, to what extent do you agree the following were present at work?

Please note the options include a scale of "strongly disagree" to "strongly agree." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Environment that promotes a culture of mentorship	jn	jn	jn	jn	jn	jn	jn
Environment that promotes feedback and sharing of information	jn	jn	jn	jn	jn	jn	jn
Environment that promotes visibility	jn	jn	jn	jn	jn	jn	jn
Environment that provides actionable advice and guidance	jn	jn	jn	jn	jn	jn	jn
Knowledge of available departmental information	jn	jn	jn	jn	jn	jn	jn
Knowledge of how to access departmental resources	jn	jn	jn	jn	jn	jn	jn
Someone to turn to in case of difficulty	jn	jn	jn	jn	jn	jn	jn

5.

# Mass General Mentorship Pilot Program Survey--Mentee

\* 1. Prior to the Monday January 12th mentorship pilot program session, to what extent do you agree the following are challenges to a mentoring relationship?

Please note the options include a scale of "strongly disagree" to "strongly agree." In addition, included at are options "too early to tell" and "not applicable"

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Different goals	jn	jn	jn	jn	jn	jn	jn
Generational differences	jn	jn	jn	jn	jn	jn	jn
Giving honest feedback	jn	jn	jn	jn	jn	jn	jn
Lack of perceived confidentiality	jn	jn	jn	jn	jn	jn	jn
Mentor's lack of time	jn	jn	jn	jn	jn	jn	jn
Perception that your mentor might have a role in evaluating your job performance	jn	jn	jn	jn	jn	jn	jn
Personality conflict	jn	jn	jn	jn	jn	jn	jn
Receiving honest feedback	jn	jn	jn	jn	jn	jn	jn
Mentor's lack of experience	jn	jn	jn	jn	jn	jn	jn
Your lack of time	jn	jn	jn	jn	jn	jn	jn

6.

# Mass General Mentorship Pilot Program Survey--Mentee

\* 1. Prior to the Monday January 12th mentorship pilot program, if you were to make suggestions in designing a mentorship program, how important are the following in matching mentees with mentors?

	too early to tell	not important	mildly important	moderately important	very important	extremely important	not applicable
Ability to choose one's own mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to choose one's own mentee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alignment of goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Specialty/Subspecialty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7.

\* 1. Prior to the Monday January 12th mentorship pilot program session, please rate the extent to which you agreed with the following statement:

by encouraging mentorship, the Mass General and my department show they value my own professional development

too early to tell

strongly disagree

disagree

neither agree nor disagree

agree

strongly agree

not applicable

8.

## Mass General Mentorship Pilot Program Survey--Mentee

\* 1. Prior to the Monday January 12th mentorship pilot program session, to what extent did you agree that you were supported, in general?

too early to tell

strongly disagree

disagree

neither agree nor disagree

agree

strongly agree

not applicable

9.



# Mass General Mentorship Pilot Program Survey--Mentee

\* 1. Prior to the Monday January 12th mentorship pilot program session, please rank the extent to which you agree the following statements describe your department at this time:

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Allocation of rewards by your department is linked to measures of individual faculty performance.	jn	jn	jn	jn	jn	jn	jn
Faculty in your department are committed to the decisions made in the department.	jn	jn	jn	jn	jn	jn	jn
Faculty in your department are not distracted by continual shifts in policy or objectives.	jn	jn	jn	jn	jn	jn	jn
Faculty in your department feel they are part of a close-knit team.	jn	jn	jn	jn	jn	jn	jn
Faculty in your department share information.	jn	jn	jn	jn	jn	jn	jn
Faculty in your department strive to support each other.	jn	jn	jn	jn	jn	jn	jn
Faculty who are not academically and/or clinically productive are not successful in your department.	jn	jn	jn	jn	jn	jn	jn
In your department, individual faculty performance is monitored against written objectives.	jn	jn	jn	jn	jn	jn	jn
In your department, there is an emphasis on innovative/new/cutting edge activities.	jn	jn	jn	jn	jn	jn	jn
In your department, there is an emphasis on measurement of individual faculty performance.	jn	jn	jn	jn	jn	jn	jn
In your department, your work is consistent with your expectations.	jn	jn	jn	jn	jn	jn	jn
Your department is open to change.	jn	jn	jn	jn	jn	jn	jn