



## **Advancing Professional Healthcare by the Use of Mentorship**

### **PRESENTING AUTHOR:**

Harleen Jhinger

### **AUTHOR(S):**

Jhinger, H (1, 2), Murray, B (2), and Chima, C (2)

### **AFFILIATIONS:**

(1) Laurentian University, Sudbury, ON (2) Royal College of Surgeons in Ireland, Dublin, Ireland

### **ABSTRACT:**

**Introduction:** Mentorship is a method used to train healthcare professionals across a variety of disciplines. It comprises of a relationship between the ‘mentor’, or the trainer, and a ‘mentee’, or the learner. It is important to determine whether or not mentorship is a useful technique to increase the clinical competencies of healthcare professionals to ascertain where further research should be directed.

**Aims & Objectives:** The research aim is to determine the impact of mentorship on the clinical competencies of healthcare professionals through a systematic review of the literature. As well as this, we aim to determine specific characteristics of a successful mentoring relationship through review of relevant studies.

**Methods:** A systematic review construct was used to gather data from different sources. Four databases (PubMed, Embase, CINAHL, and the Cochrane Library) were explored using search terms that fell under the categories of “mentorship”, “field of study” and “randomized control trial”, formulating a total of 502 articles, which were applied to an inclusion and exclusion criteria. 82 articles were duplicates, comprising a total of 420 articles through the search strategy. A variety of review methods were employed, including Mendeley, an EBL Appraisal checklist, and the Cochrane Tool of Bias to assess viability of articles, ensure that each article was accounted for once, and minimize the risk of bias.

**Outcomes:** Six articles met the inclusion and exclusion criteria, out of which five displayed mentorship to be a statistically significant interventional method, while one noted no significant difference. From these results, it is noted that mentorship works to improve health outcomes by enhancing healthcare professional clinical competencies.

**Conclusion:** Based on this systematic review, mentorship is a strong method to develop clinical competencies of healthcare professionals. In the future, research should be directed towards improving specific mentorship programmes.