

# Implementing a Mentorship Program on a Medical/ Oncology Unit

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## Background

- Providing inpatient nursing care presents psychological stressors which can contribute to burnout and turnover among new hire/new to specialty nurses
- Participating in a mentorship program addressing psychosocial nursing stressors may reduce burnout and turnover
- Unit-Based Council (UBC) worked to implement a mentorship program but barriers and facilitators to participation unknown

## Purpose

- To evaluate barriers and facilitators of participation in a new mentorship program on a medical-oncology unit

## Methods

- All new hire/new to specialty nurses were assigned mentors
- Dyads completed a 60-minute training module and met outside work 10X over 12 months
- OneNote mentorship resource link shared with dyads (Figure 1)
- Surveys completed at baseline, mid-point, and end of program

## Results

- 35 nurses trained as mentors
- Program launched 09/2022
- Baseline, mid-point, and final survey completion were as follows: 80%, 40%, 10% aligning with variable mentorship program initiation dates
- Many barriers and facilitators identified

## Discussion

- Barriers: functionality of OneNote, time-intensity, and variable onboardings
- Facilitators: robust resources provided and forging meaningful relationships

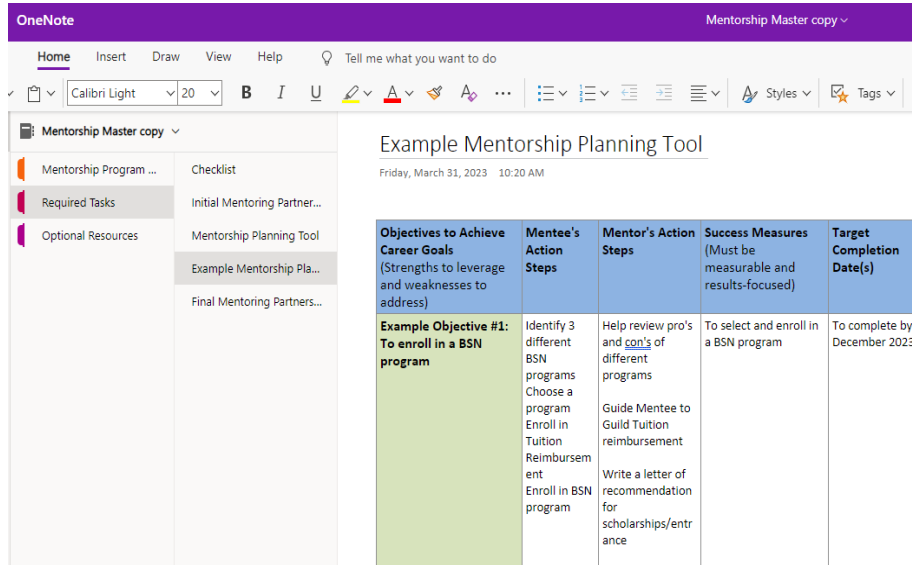
## Implications for Practice

- Implement hospital-wide mentorship program
- Incorporate incentives to increase participation from nurses to be mentors
- Correct technical issues
- New hire/new-to-specialty nurses may cope better with stressors and feel more connected to peers by the end of the program

## Acknowledgments

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Figure 1: Sample OneNote Mentorship Resource



The screenshot shows a OneNote interface with a table titled "Example Mentorship Planning Tool". The table has five columns: Objectives to Achieve Career Goals, Mentee's Action Steps, Mentor's Action Steps, Success Measures, and Target Completion Date(s). The first row contains an example objective and its corresponding action steps and measures.

Objectives to Achieve Career Goals (Strengths to leverage and weaknesses to address)	Mentee's Action Steps	Mentor's Action Steps	Success Measures (Must be measurable and results-focused)	Target Completion Date(s)
<b>Example Objective #1: To enroll in a BSN program</b>	Identify 3 different BSN programs Choose a program Enroll in Tuition Reimbursement Enroll in BSN program	Help review pro's and con's of different programs Guide Mentee to Guild Tuition reimbursement Write a letter of recommendation for scholarships/entrance	To select and enroll in a BSN program	To complete by December 2023