Mentorship and Professionalism in Training (MAP-IT): A humanistic mentoring program through the lens of critical reflection and experiential learning
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MAP-IT Program Overview

Program Goal:
To implement a curriculum that will incorporate humanism as a core value in the development of health professionals throughout the Northwell Health System.

10 Month Curriculum: Topics
1. Appreciative Inquiry
2. Active Role Modeling in Academic Setting
3. Team Building: Dealing with Differences and Conflict
4. Feedback in Challenging Circumstances
5. Medical Error I: (Disclosure and after the error)
6. Medical Error II: (Choosing Wisdom)
7. Diversity and Inclusion
8. Enhancing Well-Being, Self Care & Resilience – Third Thing
9. Mindfulness
10. End of program evaluation/assessments/reflections

Note: each session is 90 minutes

Outcomes: 2015-2016 Quantitative Data

1. Objective Structured Teaching (Mentoring) Encounter (OSTE)-10 Item Mentoring Check List
   - Mentee self ratings showed significant improvement between Pre/Post ratings.
   - Many questions were very significant and correlated highly between mentee and SP standardized learner.
   - Reliability Scores among standardized learners increased in OSTE 2.
2. Humanistic Teaching Practices Effectiveness (HTPE) for Leaders & High Potential Mentors
   - Only one of 12 items showed no significant improvement pre and post program.
   - That item related to “listening carefully”. All other areas showed significant improvement for mentors.
   - Ubers showed less significant improvement pre and post program.
3. Program Evaluation Survey
   - All answers were positive as agree/strongly agree for 8 program outcomes.
   - All curriculum sessions were rated positively by both LEAD facilitators and High Potential Mentors.

Outcomes: Connection and Engagement

Leaders
LEAD Facilitators (Leaders)
Cohort 5 Leader
Cohort 4 Leader
Cohort 3 Leader
Cohort 2 Leader
Cohort 1 Leader

"Lead Facilitators" (Leaders)

High Potential Mentors (HPMs)

"HPMs are mid career level Physician and Nurse educators, Scientists, Physician Assistants, Pharmacists, Social Workers and Chaplains who are mentoring, residents, fellows, nursing students and other early-career professionals

Outcomes: Qualitative Data

LEAD Facilitators
High Potential Mentors

"I bless the day I said yes to being a leader. It has been one of the best decisions I have made as a professional and as a person. Thank you!"

"I developed a more enriched understanding of a nurses’ viewpoint. I gained respect for the skills of my psychiatrist view point."

"Expand your Mind to Expand your Possibilities!! MAP-IT is an exceptional faculty development course, it gives us a unique perspective of Humanism and maintaining integrity in different settings, academia or clinical.

Excellent experience - I feel arming the workforce with these skills is critical to the relationship building needed to ensure the safety of our patients and the success of our system.

91% of high potential mentors surveyed would recommend the program to a colleague.

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