

‘Inspiring doctors’: building resilience and community among junior doctors

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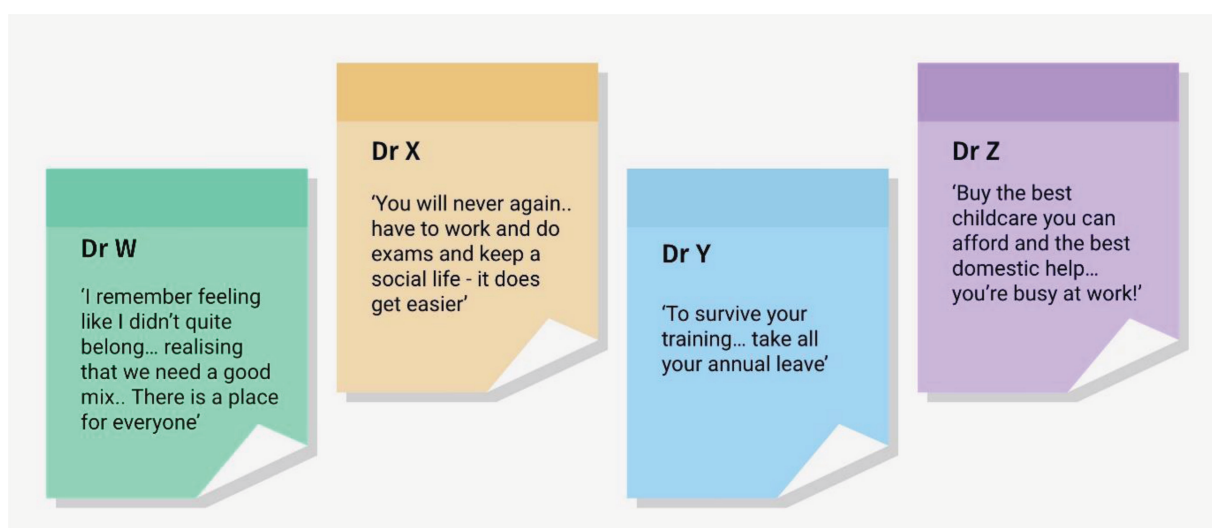


Fig 1. Examples of consultant tips and advice.

Background

Post-pandemic burnout is an increasingly dangerous issue affecting up to one in three junior doctors.¹ Various methods have been explored for managing physician burnout with mentoring consistently identified as an important tool.^{2,3} However, logistical and time difficulties in one-to-one mentorship could limit effectiveness. In order to increase accessibility and effectiveness of senior mentorship we aim to build a repository of short video format interviews of consultants that reinforce shared experiences and positive reflection. The aim of this project was to provide a launch board from which junior doctors could launch their aspirations. Alongside providing motivation, these interviews were designed to challenge the traditionally dysfunctional relationship that is seen between consultants and junior members of the team.⁴

Methods

Twelve local consultants were interviewed from various medical specialties, depicting the diversity in the trust (Black, Asian and

minority ethnic communities; those with a disability; international graduates etc). Four consistent interview questions were selected to maximize sharing of insights into training difficulties. The questions asked included ‘What is your greatest achievement?’, ‘What is your advice for junior doctors who struggle to continue working in medicine?’, ‘What is your best tip for your juniors?’ and ‘Tell us an interesting fact about yourself!’ Videos were edited using iMovie software, and then uploaded to the trust YouTube channel. Videos were advertised to junior doctors through email circulars and the local monthly SHO newsletter. Feedback from junior doctors was gathered using a short online form.

Results

Each video received almost 100 views within a week. The project has been successful in numerical terms. 79% of respondents found the questions relevant or highly relevant. 92% found the videos inspiring. 85% found the tips given by the consultants helpful (Fig 1). 96% felt more comfortable approaching the consultants for help if needed. However, individual experiences like ‘To work within the moment was the most helpful tip.’ and ‘The tips helped in my personal development while being busy at work and with family.’ provided further input to drive this project

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forward. The idea was embraced by other non-medical specialties that also started filming videos of the same format.

Conclusion

Short video-format interviews were effective at providing inspiration and helpful tips to junior doctors who may be struggling with their work. It provided a sense of reassurance that there is a metaphorical light at the end of the tunnel in these unprecedented times. Videos showcased a less formal side of the consultants and helped provide a sense of approachability. Good viewership and strongly positive feedback indicate a demand for similar content. Although unlikely to replace traditional mentoring, these videos can reach a greater audience and complement traditional mentoring techniques. ■

References

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