

Q&A: Free Members' Webinar - Mentoring and Coaching for Psychiatrists – a journey not a destination

#	Question	Answer(s)
1	How much is mentoring / coaching training?	Training varies between different courses and fees also vary based on career status - please look on our website for future courses
3	Hello. I am interested to know whether the Mentoring work group developed a workshop for future mentors (like higher trainees who will soon become consultants)? thank you	On our mentoring webpages there is a resource for trainees about mentoring, so please check these out (under resources) https://www.rcpsych.ac.uk/members/supporting-you/mentoring-and-coaching
4	what's 'indian borders' and 'indian sub-continent'?	Indian borders means within the country of India. Indian subcontinent means including Pakistan, Nepal, Bhutan, Bangladesh, possibly Afghanistan as well.
5	A question for Dr Hasanen: has Brexit affected the numbers of IMGs working in the UK in the last years?	live answered
7	I am curious, listening, whether mentoring relationships are not easily available to doctors within psychiatry in the UK, if they are not in a training program; staff grade doctors, for example.	Some trusts have mentoring schemes regardless of career grade, so please check these out locally.
8	how can we find appropriate mentors?	live answered
9	What does the Mentoring Success training consist of?	Mentoring for success is a theory based one day course for higher trainee volunteers who would like to become mentors. The day involves: <ul style="list-style-type: none"> · Engagement in discussion and conversation about the definition of mentoring and draw on personal experiences · Aligning good mentoring practice to the professional frameworks/ethical standards for registered doctors and dentists · Looking closely at the potential mentor/mentee relationship and how to consider and appreciate others' perceptions and perspectives · Discussion of the skills involved in mentoring and engage in meaningful skills practice where you will give and receive feedback. (Skills include active listening, questioning, contracting and goal setting) · Understand a popular model of mentoring and practice its use · Draw up an action plan for how to apply this to your learning in the workplace.
10	Can a mentor be a mentee at the same time?	Yes of course, there's development at all stages in your career so no reason why you can't mentor others but still be a mentee!
11	At what level are most mentoring schemes for psychiatry organised? Trust level or College divisions? And do speakers feel it can be done as successfully virtually?	There are different schemes around the country, some of our Divisions & Devolved Nations run schemes or you may find one through your local trust - please check locally or contact us mentoring@rcpsych.ac.uk and we can put you in touch.
12	Hasanen - we are about to have an IMG join our team, not working as a doctor, but in a support worker role. Do you have any experience of successful models for supporting IMG colleagues in this situation?	live answered
15	Hasanen, I worked in the UK as an MTI trainee (IMG) a few years ago. If it isn't already a part of that scheme, offering access to a mentor might be a nice addition to the existing supports.	Hi, MTI trainees within Psychiatry and appointed through the College scheme are matched to Mentors now. This is a really important part of our support for them when they come to work in the UK
17	Any examples of coaching scheme for established consultants ?	live answered
18	I think that for IMGs the first step is being a clinical attachment with a consultant who can supervise and in a way be the mentor	We have a clinical attachment guide for IMGs on our website - please look under resources: https://www.rcpsych.ac.uk/training/international-medical-graduates