

Mentoring, Coaching, and Sponsorship

The Experiences of The Family Medicine Department Chairs

Interview Guide

Introduction

For the purpose of the first part of the interview, we will define coaching, mentoring, and sponsoring in the following way:

Mentoring is a **longitudinal** process aimed at **career development** through **dialogue**-based guidance.

Coaching is a periodic and focused instruction, often iterative in nature, following an “observe, provide feedback, re-observe” for the coach, to help with skill improvement.

Sponsorship is an episodic action in which an individual provides help with career advancement of someone else.

Here is a table that explains our working definitions.

	Mentoring	Coaching	Sponsoring
Timeframe	Longitudinal	Periodic	Episodic
Goal	Career Guidance	Skill Improvement	Career Advancement
Method	Broad-based Dialogue	Focused Instruction	Specific Advocacy

Previous And Current Experiences (20 minutes)

We are interested in learning about your past experiences receiving

1 Let's start with mentoring.

1.1 Can you share an example of mentoring relationship when you *were mentored* by another faculty member during your academic career?

1.2 Can you share an example of a time when you *mentored a faculty member* since you became a chair?

1.2.1 *Who did what to whom, when, how, and why?*

2 Let's move to coaching.

2.1 Can you share an example of coaching relationship when you *were coached* by another faculty member during your academic career?

2.2 Can you share an example when you *coached a faculty member* since you became a chair?

2.2.1 *Who did what to whom, when, how, and why?*

3 Let's move to sponsoring.

3.1 Can you share an example of when you *sponsored* a faculty member since you became a chair?

3.2 Can you share an example of one time when you were *sponsored* by a faculty member during your academic career?

3.2.1 *Who did what to whom, when, how, and why?*

Demographics (2 minutes)

- Age group
 - 30-39
 - 40-49
 - 50-59
 - 60-69
 - 70 and over
 - Prefer not to say
- Gender:
 - Male
 - Female
 - Other _____
 - Prefer not to say
- Sexual orientation
 - Straight
 - LGBTQ
 - Prefer not to say
- Race: ___ or prefer not to say
- Ethnicity: ___ or prefer not to say
- Years as chair
 - Less or equal to 5 years
 - More than 5 years
 - Prefer not to say
- Type of institute
 - University-based
 - Community-based
 - Others
 - Prefer not to say

Follow up: in 3-4 months we will send follow up survey to help refine the definition and develop our training program. Thank you for participation, and you will receive the Amazon gift card by email.