

Start

My current role is best described as

- Medical student
- Orthopedic surgery resident physician
- Academic orthopedic surgeon
- Community/private practice orthopedic surgeon

Qualitative

Mentorship is defined as “A dynamic relationship between two individuals, aimed at fostering the development of the less experienced person.” (Kensinger et al, *JAMA Surgery*, 2015).

What makes mentorship outstanding?

Have there been any barriers related to gender, race, ethnicity or culture in your mentor-mentee relationships?

What would make your mentor-mentee relationship stronger?

Quantitative - MS

How many mentors do you have in Orthopedic Surgery?

- I do not have a mentor in orthopedic surgery
- 1
- 2
- 3
- 4 or more

When answering the following questions, consider **only the orthopedic mentor you find most meaningful**.

Length of mentoring relationship:

- 1-3 months
- 3-6 months
- 1-2 years
- 3-4 years
- 5+ years

At which point in your training was your relationship established?

- Before college
- College
- Pre-medical school gap year(s)
- M1
- M2
- M3
- M4

How often do you have contact with your orthopedic mentor?

- Annually

- Every 6 months
- Monthly
- Weekly
- We are not currently in contact

In which formats do you interact with your orthopedic mentor?
(Select all that apply)

- Email
- Phone
- In-person
- Text message
- Internet video (e.g., Zoom)

Over the course of your relationship, in which format have you **most frequently** interacted with your orthopedic mentor?

- Email
- Phone
- In-person
- Text message
- Internet video (e.g., Zoom)

Through which channel were you introduced to your most meaningful mentor?

- Formal mentoring program through medical school
- Formal mentoring program through national organization
- Family/friend
- Clinical education
- Research experience
- Conference/meeting connection
- Other

Interactions with my mentor are useful for navigating my **current** activities, decisions, and challenges

Never

Rarely

Sometimes

Often

Always

Interactions with my mentor are useful for navigating my **future** career path

Never

Rarely

Sometimes

Often

Always

My expectations for my orthopedic mentorship relationship have been met

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

What expectations have not been met?



How much have mentors **contributed to your interest in orthopedics** through each of the following?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to orthopedic role models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Development of clinical skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing a sense of belonging in orthopedic surgery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about professional topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about personal topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale and confidence building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of these functions **fulfilled** by your current mentoring relationships?

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Exposure to orthopedic role models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Development of clinical skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing a sense of belonging in orthopedic surgery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about professional topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about personal topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale and confidence building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My mentor **does the following** in our interactions:

	Never	Rarely	Sometimes	Often	Always
Answers questions based on their knowledge/experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gives advice based on their knowledge/experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connects me with people and/or opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps me think through decisions/situations by listening and asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I **would like my mentor to do more** of the following:

	Currently sufficient	A little more frequently	Somewhat more frequently	More frequently	A lot more frequently
Answer questions based on their knowledge/experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Give advice based on their knowledge/experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connect me with people and/or opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help me think through decisions/situations by listening and asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For effective mentoring, how important is it that mentors/mentees **share**:

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

No mentor

Would you prefer to have a mentor in orthopedic surgery?

- Yes
- Maybe
- No

How important to you is it to have a mentor in orthopedic surgery?

- Extremely important
- Very important
- Moderately important
- Slightly important
- Not at all important

What, if any, do you perceive to be the barriers to obtaining a mentor in orthopedic surgery?

Do you have any other comments to add about your experience with mentorship in orthopedic surgery?

Demographic - MS

In which geographic region is your medical school?

- West
- Southwest
- South
- Midwest
- Southeast
- Northeast
- Prefer not to say

What year are you in medical school? If you are currently taking a year out of your program, select the year you most recently completed.

- MS1
- MS2
- MS3

- MS4
- MD/PhD in research years
- Prefer not to say

With which gender do you most identify?

- Male
- Female
- Transgender Male
- Transgender Female
- Gender binary non-conforming
- Other
- Prefer not to say

Do you self-identify as an LGBTQIA individual?

- Yes
- No
- Prefer not to say

Age

Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No
- Prefer not to say

How would you describe yourself?
(Check all that apply)

- White
- Black or African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Other
- Prefer not to say

How would you describe your average household income when you were growing up?

- Below \$40,000
- \$40,001 - \$80,000
- \$80,001 - \$120,000
- \$120,001 - \$160,000
- \$160,001 - \$200,00
- More than \$200,000

- Not sure
- Prefer not to say

What is the highest level of education your **mother** completed?

- Less than high school
- High school graduate/GED
- Some college
- 2 year college degree
- 4 year college degree
- Master's degree
- PhD or professional degree (MD, JD)
- Not sure
- Prefer not to say

What is the highest level of education your **father** completed?

- Less than high school
- High school graduate/GED
- Some college
- 2 year college degree
- 4 year college degree
- Master's degree
- PhD or professional degree (MD, JD)
- Not sure
- Prefer not to say

Quantitative - Resident

How many mentors do you have in Orthopedic Surgery?

- I do not have a mentor in orthopedic surgery
- 1
- 2
- 3
- 4 or more

When answering the following questions, consider **only the orthopedic mentor you find most meaningful**.

Length of mentoring relationship:

- 1-3 months
- 3-6 months
- 1-2 years
- 3-4 years
- 5+ years

At which point in your training was your relationship established?

- Before college
- College
- Pre-medical school gap year(s)
- M1
- M2
- M3
- M4
- Research year in medical school
- PGY1
- PGY2
- PGY3
- PGY4
- PGY5
- Research year in residency

How often do you have contact with your orthopedic mentor?

- Annually
- Every 6 months
- Monthly
- Weekly
- We are not currently in contact

In which formats do you interact with your orthopedic mentor?
(Select all that apply)

- Email

- Phone
- In-person
- Text message
- Internet video (e.g., Zoom)

Over the course of your relationship, in which format have you **most frequently** interacted with your orthopedic mentor?

- Email
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Through which channel were you introduced to your most meaningful mentor?

- Formal mentoring program through medical school
- Formal mentoring program through residency program
- Formal mentoring program through national organization
- Family/friend
- Clinical education
- Research experience
- Conference/meeting connection
- Other

Interactions with my mentor are useful for navigating my **current** activities, decisions, and challenges

Never

Rarely

Sometimes

Often

Always

Interactions with my mentor are useful for navigating my **future** career path

Never

Rarely

Sometimes

Often

Always

My expectations for my orthopedic mentorship relationship have been met

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

What expectations of your mentoring relationship have not been met?

How **important** are/were each of the following in helping you **cope with the challenges of residency**?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to career role models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical skills development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of belonging in orthopedic surgery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about professional topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about personal topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale and confidence building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent are each of these functions **fulfilled** by your current mentoring relationships?

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Exposure to role models of career success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical skills development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of belonging in orthopedic surgery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about professional topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all	To a small extent	To some extent	To a moderate extent	To a significant extent
Conversations about personal topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale and confidence building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My mentor **does the following** in our interactions:

	Never	Rarely	Sometimes	Often	Always
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Connects me with people and/or opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps me think through decisions/situations by listening and asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I **would like my mentor to do more** of the following:

Currently sufficient	A little more frequently	Somewhat more frequently	More frequently	A lot more frequently
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Give advice based on their knowledge/experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Connect me with people and/or opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help me think through decisions/situations by listening and asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For effective mentoring, how important is it that mentors/mentees **share:**

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographic - Resident

In which geographic region is your residency program?

- West
- Southwest
- South
- Midwest
- Southeast
- Northeast
- Prefer not to say

What year are you in residency? If you are currently taking a year out of your program, select the year you most recently completed.

- PGY1
- PGY2
- PGY3
- PGY4
- PGY5
- Research Year
- Prefer not to say

With which gender do you most identify?

- Male
- Female
- Transgender Male

- Transgender Female
- Gender binary non-conforming
- Other
- Prefer not to say

Do you self-identify as an LGBTQIA individual?

- Yes
- No
- Prefer not to say

Age

Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No
- Prefer not to say

How would you describe yourself?
(Select all that apply)

- White
- Black or African American
- American Indian or Alaska Native
- Asian
- Native Hawaiian or Pacific Islander
- Other
- Prefer not to say

How would you describe your average household income when you were growing up?

- Below \$40,000
- \$40,001 - \$80,000
- \$80,001 - \$120,000
- \$120,001 - \$160,000
- \$160,001 - \$200,00
- More than \$200,000
- Not sure
- Prefer not to say

What is the highest level of education your **mother** completed?

- Less than high school
- High school graduate/GED
- Some college
- 2 year college degree

- 4 year college degree
- Master's degree
- PhD or professional degree (MD, JD)
- Not sure
- Prefer not to say

What is the highest level of education your **father** completed?

- Less than high school
- High school graduate/GED
- Some college
- 2 year college degree
- 4 year college degree
- Master's degree
- PhD or professional degree (MD, JD)
- Not sure
- Prefer not to say

Quantitative - Attending

How many mentors do you have in Orthopedic Surgery?

- I do not have a mentor in orthopedic surgery
- 1
- 2
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4 or more

When answering the following questions, consider **only the orthopedic mentor you find most meaningful**.

Length of mentoring relationship:

- 1-3 months
- 3-6 months
- 1-2 years
- 3-4 years
- 5+ years

At which point in your training was your relationship established?

- Before college
- College
- Pre-medical school gap year(s)
- Medical School
- Residency
- Fellowship
- Clinical practice
- Other

How often do you have contact with your orthopedic mentor?

- Annually
- Every 6 months
- Monthly
- Weekly
- We are not currently in contact

In which formats do you interact with your orthopedic mentor?
(Select all that apply)

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Interactions with my mentor are useful for navigating my **current** activities, decisions, and challenges

Never

Rarely

Sometimes

Often

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Interactions with my mentor are useful for navigating my **future** career path

Never

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Often

Always

My expectations for my orthopedic mentorship relationship have been met

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

What expectations of your mentoring relationship have not been met?

How **important** are/were each of the following in helping you **cope with the challenges of practice**?

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Exposure to career role models	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussion of clinical issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of belonging in orthopedic surgery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about professional topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about personal topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Morale and confidence building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Research development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	Never	Rarely	Sometimes	Often	Always
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Connects me with people and/or opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Rarely	Sometimes	Often	Always
Helps me think through decisions/situations by listening and asking questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I would like my mentor to do more of the following:

	Currently sufficient	A little more frequently	Somewhat more frequently	More frequently	A lot more frequently
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For effective mentoring, how important is it that mentors/mentees **share:**

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Life experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal interests	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographic - Attending

In which geographic region is your practice?

- West
- Southwest
- South
- Midwest
- Southeast
- Northeast
- Prefer not to say

For how many years have you been in practice?

- 0-5 years
- 6-10 years
- 11-15 years
- 16+ years
- Prefer not to say

With which gender do you most identify?

- Male
- Female
- Transgender Male
- Transgender Female
- Gender binary non-conforming
- Other
- Prefer not to say

Do you self-identify as an LGBTQIA individual?

- Yes
- No
- Prefer not to say

Age

Are you of Hispanic, Latino, or Spanish origin?

- Yes
- No

Prefer not to say

How would you describe yourself?
(Check all that apply)

- White
- Black or African American
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- Other
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- Not sure
- Prefer not to say

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- PhD or professional degree (MD, JD)
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- Not sure
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