	 At this point in your career, please ide appointment: 	entify your primary departmental
	j_{\cap} Anesthesia	
	$j_{ extstyle \cap}$ Dermatology	
	j _∩ Emergency Services	
	j_{\cap} Medicine	
	j_{\cap} Neurology	
	j _∩ Neurosurgery	
	j_{\cap} Obstetrics and Gynecology	
	$j_{\mbox{\scriptsize Ω}}$ Oral and Maxillofacial Surgery	
	j_{\cap} Orthopedic Surgery	
	j_{\cap} Pathology	
	j _∩ Pediatric Surgery	
	j_{\cap} Pediatrics	
	$j_{\mbox{\scriptsize Ω}}$ Physical Medicine and Rehabilitation	
	j _∩ Psychiatry	
	j_{\cap} Radiation Oncology	
	j _∩ Radiology	
	j _∩ Surgery	
	j_{\cap} Urology	
*	2. Please rank the following according to	your present commitment
	Admin/Committee Work	6
	Patient Care	6
	Teaching	6
	Research	6
	Other	6

* 3. At this point in your career, please select your professional degree(s):
j₁∩ MD
j₁∩ MD/PhD
j _™ PhD
Please note the scale options with each question
* 4. Do you have someone at MGH you consider to be a mentor?
j₁ Yes
j _n No
5. If yes to the question above, how satisfied are you in being mentored?
jn too early to tell
j _∩ not satisfied
jn mildly satisfied
j_{Ω} moderately satisfied
jn very satisfied
jn extremely satisfied
$\mathbf{j}_{ extstyle \cap}$ not applicable
* 6. Do you personally have a role model?
j _∩ Yes
jn No
Please note the scale and question in each of the options below.

* 7. How important has it been to you to be mentored in the following areas?

Please note the options include a scale of "not important" to "extremely important." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	not important	mildly important	moderately important	very important	extremely important	not applicable
Ability to give feedback	j m	j m	j n	ja	j m	ja	j o
Ability to receive feedback	j'n	j m	jn	jm	j m	j n	j m
Academic promotion	j m	j n	jn	jn	j n	jn	jm
Balancing work and family Life	j m	ĴΩ	j n	jn	j m	jn	j m
Career planning and advice	j m	j m	jn	ja	j m	jn	ja
Career success	j m	j m	jn	jn	j m	jn	jn
Clinical skills	j m	j n	ja	ja	j m	ja	ja
Communication skills	j m	j m	j n	j n	j m	j n	j n
Increasing your visibility	j m	j n	j m	jm	j m	jn	jm
Integrating research and clinical activities	j n	j n	j Ω	jn	j n	j n	j n
Job satisfaction	j m	j m	j to	ja	j m	ja	j o
Knowledge about the HMS and MGH organizational system and culture	j'n	j'n	j m	j n	j'n	j m	j m
Leadership skills	j m	j m	j n	ja	j m	ja	j o
Learning how to be a mentor/mentoring skills	j'n	j m	jn	jn	j m	j m	j m
Networking	j m	j m	jn	j to	j m	j to	j n
Opportunities for self reflection	j m	j n	j m	jn	jn	jn	j m
Professional connectedness	j m	j m	j o	ja	j n	jn	j n
Scientific research/grant writing	j m	j m	j n	jn	j m	jn	j n
Self confidence	j m	j m	jn	jn	j m	jn	jn
Teaching	j m	j m	jn	jn	j m	jn	jn
Time management	ja	ja	jn	ja	j m	jo	ja

* 8. How satisfied are you that you personally have been mentored in the following areas?

Please note the options include a scale of "not satisfied" to "extremely satisfied." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	not satisfied	mildly satisfied	moderately satisfied	very satisfied	extremely satisfied	not applicable
Ability to give feedback	jn	j m	j m	j m	j m	ja	j to
Ability to receive feedback	jn	j n	jn	jn	jn	Jm	j m
Academic promotion	j:n	J n	Jm	j m	j n	Jm	j to
Balancing work and family life	j Ω	j n	j'n	j n	jn	jm	j tn
Career planning and advice	jn	j n	j n	j m	ja	j n	j m
Career success	jn	j n	j m	jn	jn	jn	j m
Clinical skills	ja	jn	jn	j m	jn	jn	jn
Communication skills	j n	j m	j m	j m	j n	J'n	j tn
Increasing your visibility	j o	j sn	j sn	j m	j sn	j sn	j so
Integrating research and clinical activities	j n	j n	jn	j n	jn	Jm	j m
Job satisfaction	jn	j n	j n	jm	j n	j n	jn
Knowledge about the HMS and MGH organizational system and culture	j m	j ∩	j'n	j n	j n	j n	j n
Leadership skills	j o	j a	ja	j m	j n	ja	j ta
Learning how to be a mentor/mentoring skills	j n	j n	J∕∩	jn	j n	Jm	j m
Networking	jn	j tn	jn	j ta	j m	jn	jn
Opportunities for self reflection	jn	j m	j n	jm	j n	j m	j m
Professional connectedness	jn	j sa	j n	j n	j o	j n	j m
Scientific research/grant writing	jn	j m	j n	jm	j n	j m	j n
Self confidence	jn	jn	jn	ja	jn	jn	jn
Teaching	j n	jn	j m	jn	jm	jn	j n
Time management	jn	ja	ja	jm	ja	jn	j ta

* 9. To what extent do you agree you personally have achieved the following in your career?

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Ability to give feedback	j a	j m	j to	j m	ja	j a	j m
Ability to receive feedback	jn	j m	j m	j m	jn	j m	jn
Academic promotion	j a	J in	j to	j ta	ja	j to	j m
Balancing work and family life	j n	j m	j m	j n	j'n	j n	j m
Career planning and advice	jm	ja	ja	j m	jn	ja	j∕n
Career success	j m	J m	j tn	j m	j m	j m	j m
Clinical skills	ja	j a	j ta	j ta	ja	ja	j m
Communication skills	j m	j m	j m	j m	j m	j m	j m
Increased visibility	jn .	jm	jn	j n	jn .	j ta	j m
Integrating research and clinical activities	jn jn	j n	j m	j n	j n	j m	j n
Job satisfaction	j m	j n	j to	j ta	j to	j a	j m
Knowledge about the HMS and MGH organizational system and culture	j n	j m	j m	j 'n	j m	j n	j n
Leadership skills	ja	j a	j ta	j ta	ja	ja	j m
Learning how to be a mentor/mentoring skills	j n	j m	j m	j m	j'n	j m	j'n
Networking	j n	j n	jn	ja	jn	j n	jn
Opportunities for self reflection	j m	j m	j m	j m	jn	j m	jn
Professional connectedness	jn	j m	jn	j to	jn	jo	j m
Scientific research/grant writing	j m	j m	j m	j'n	jn	jn	jn
Self confidence	j n	ja	jn	j m	j ro	j n	j m
Teaching	j n	j m	j tn	j m	j m	j m	j m
Time management	j to	j n	j m	j n	ja	j n	j n

10. To what extent do you agree the following are present at work?

Please note the options include a scale of "strongly disagree" to "strongly agree." In addition, included are options "too early to tell" and "not applicable"

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Environment that promotes a culture of mentorship	jη	jα	j ta	jτη	ja	j'n	jn
Environment that promotes feedback and sharing of information	j'n	j n	j m	Ĵη	j m	j m	j'n
Environment that promotes visibility	j ta	j to	j n	j n	ja	j n	ja
Environment that provides actionable advice and guidance	j'n	j m	j m	ĴΩ	j'n	j m	jπ
Knowledge of available departmental information	jn	j n	j n	jn	ja	j'n	ja
Knowledge of how to access departmental resources	jn	j m	j m	jn	jn	j m	j n
Someone to turn to in case of difficulty	j n	ja	j n	jn	ja	j n	j n

* 11. To what extent do you agree the following are challenges to a mentoring relationship?

Please note the options include a scale of "strongly disagree" to "strongly agree." In addition, included at are options "too early to tell" and "not applicable"

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Different goals	j m	j n	jn	j n	ja	j n	j n
Generational differences	j m	j n	j m	jn	j n	jn	j m
Giving honest feedback	j m	j sn	ja	j m	ja	j a	j a
Lack of perceived confidentiality	jn	ĴΩ	j m	jn	jn	jn	jn
Mentor's lack of time	j m	j m	j to	j a	ja	j a	j to
Perception that your mentor might have a role in evaluating your job performance	j'n	j m	j n	j'n	j n	j m	j m
Personality conflict	j m	j sn	ja	j m	ja	j a	j a
Receiving honest feedback	j n	j m	j m	j n	j Ω	j n	j ta
Mentor's lack of experience	ja	ja	j ta	j m	jo	jta	ja
Your lack of time	j n	j n	j m	j n	Jn	j n	j m

* 12. If you were to make suggestions in designing a mentorship program, how important are the following in matching mentees with mentors?

	too early to tell	not important	mildly important	moderately important	very important	extremely important	not applicable
Ability to choose one's own mentor	j o	ja	jα	jo	j ta	jo	ja
Ability to choose one's own mentee	j n	j m	jn	j n	j m	jn	j'n
Administrative interests	j n	j m	j n	ja	j m	ja	j to
Age	j m	j m	j m	jn	jm	jn	j m
Alignment of goals	j n	j m	j ta	ja	j m	ja	j to
Gender	j n	jm	j m	j n	j m	jn	j n
Marital status	j n	j m	j n	ja	j m	ja	j to
Parental status	j n	jm	j m	j n	j m	jn	j n
Personality	j n	j m	j n	ja	j m	ja	j to
Research interests	j n	j m	j m	j n	j m	j n	j n
Specialty/Subspecialty	jm	ja	jn	ja	ja	ja	jm

* 13. Please rate the extent to which you agree with the following statement:

by encouraging mentorship, the Mass General and my department would show they value my own professional development



* 14. To what extent do you agree that you are supported, in general?

jm too early to tell
 jm strongly disagree
 jm disagree
 jm neither agree nor disagree
 jm agree
 jm strongly agree
 jm not applicable

* 15. Please rate the extent to which you agree the following statements describe your department at this time:

	too early to tell	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree	not applicable
Allocation of rewards by your department is linked to measures of individual faculty performance.	j n	j'n	j ta	jα	jα	jα	j ta
Faculty in your department are committed to the decisions made in the department.	j n	j n	j'n	j n	j'n	j n	j n
Faculty in your department are not distracted by continual shifts in policy or objectives.	jη	ţ'n	ţΩ	jα	j a	ţα	ţα
Faculty in your department feel they are part of a close-knit team.	j m	j m	jn	j m	jn	j m	j n
Faculty in your department share information.	jα	j ta	j'n	jn	j n	j n	jto
Faculty in your department strive to support each other.	j m	j m	j'n	jn	j n	j n	j m
Faculty who are not academically and/or clinically productive are not successful in your department.	j n	jn	j n	j ʻn	jn	ja	j'n
In your department, individual faculty performance is monitored against written objectives.	j m	j m	j'n	j n	j 'n	j n	j'n
In your department, there is an emphasis or innovative/new/cutting edge activities.	ja n	ţn	j ta	jn	ja	j n	j n
In your department, there is an emphasis or measurement of individual faculty performance.	j _n	j'n	j m	j n	j'n	j'n	j'n
In your department, your work is consistent with your expectations.	ja	j m	j'n	ja	ja	j ra	j n
Your department is open to change.	jm	j m	jn	ĴΩ	j m	j m	j m

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