

'INSPIRING DOCTORS': BUILDING RESILIENCE AND COMMUNITY AMONGST JUNIOR DOCTORS

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BACKGROUND AND AIM

Post-pandemic burnout is an increasingly dangerous issue affecting up to 1 in 3 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 from. 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

METHOD

12 consultants were interviewed from various medical specialties depicting the diversity in the trust (e.g. BAME, disability, international graduates etc.). Four consistent interview questions were selected to maximize sharing of insights into training difficulties. Videos were edited using iMovie software, and then uploaded to the Trust YouTube channel. They were advertised to junior doctors through emails circulars and the local monthly SHO Newsletter. Feedback from junior doctors was gathered using a short online form. The idea was embraced by other specialties and invitations were sent to consultants from ED, pediatrics and gynecology.

QUESTIONS ASKED

1. What is your greatest achievement?
2. What is your advice for junior doctors who struggle to continue working in Medicine?'
3. 'What is your best tip for your juniors?'
4. 'Tell us an interesting fact about yourself!'

DISCUSSION AND NEXT STEPS

This project has highlighted the following:



Metaphorical light at the end of the tunnel in these unprecedented times



Good viewership and strongly positive feedback indicate a demand for similar content



Videos showcased a less formal side of the Consultants and helped provide a sense of approachability



The idea was embraced by other non-medical specialties, showing the cross-specialty application.

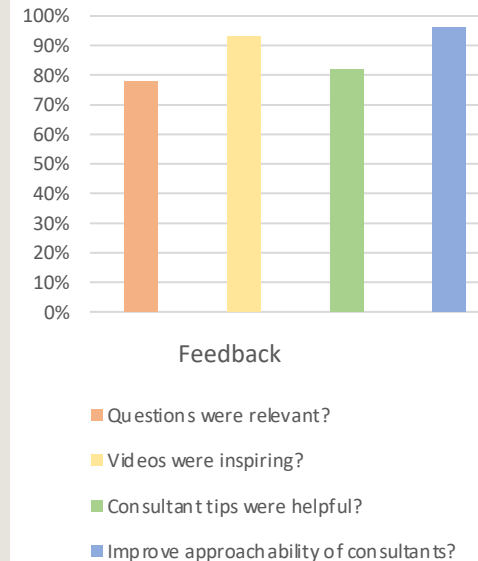
CONCLUSION

Short video-format interviews were effective at providing inspiration and helpful tips to junior doctors who may be struggling with their work. These videos can compliment traditional mentoring and can reach a greater audience.

RESULTS

Each video received almost 100 views within a week.

FEEDBACK RECEIVED FROM VIEWERS



I found it reassuring and empowering to know that you don't have to be a high flyer from day 1 in order to be a great consultant! I got the message to not give up when difficulties arise but keep going and striving to follow my passions.

"The tips helped in my personal development while being at work and with family"

"Some amazing new videos by our @LNWH_NHS doctors and the clever people who help organise these things. Lots of inspiring advice and nuggets"

"I liked the idea of work/life balance by domestic help"

TIPS MOST LIKED BY VIEWERS

"You have to work in the moment, don't worry about what happened yesterday or what's going to happen tomorrow, but focus on what you are doing at that moment."

"Rejection is just re-direction"

"Believe in yourself. The only thing that stops someone from achieving something is their own limitation"

"Medicine is not a race"

"Read, read, read, don't stop reading"