INSPIRING DOCTORS: BUILDING RESILIENCE AND COMMUNITY AMONGST JUNIOR DOCTORS

A Fatima, C Lim; Osuntoki; T Chakraborty; E Hui
Northwick Park Hospital, LNWUH NHS Trust

BACKGROUND AND AIM
Post-pandemic burnout is an increasingly dangerous issue affecting up to 1 in 3 junior doctors. Various methods have been explored for managing physician burnout with mentoring consistently identified as an important tool. 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.

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
- Videos showcased a less formal side of the Consultants and helped provide a sense of approachability
- Good viewership and strongly positive feedback indicate a demand for similar content
- The idea was embraced by other non-medical specialties, showing the cross-specialty application.

RESULTS
Each video received almost 100 views within a week.

FEEDBACK RECEIVED FROM VIEWERS

<table>
<thead>
<tr>
<th>Feedback</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Questions were relevant?</td>
<td>100%</td>
</tr>
<tr>
<td>Videos were inspiring?</td>
<td>90%</td>
</tr>
<tr>
<td>Consultant tips were helpful?</td>
<td>80%</td>
</tr>
<tr>
<td>Improve accessibility of consultants?</td>
<td>70%</td>
</tr>
</tbody>
</table>

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.”
- “Believe in yourself. The only thing that stops someone from achieving something is their own limitation”
- “Rejection is just re-direction”
- “Medicine is not a race”
- “Read, read, read, don’t stop reading”

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.

References: