



Mentoring Network for Women Medical Students and Doctors

- a professional support -

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Important Obstacles to Build a Career (viewed by a mentor of the DÄB-Network)



- Low self-esteem
- Lack of networks
- Women doctors perceived as threat by colleagues
- Lack of traditions and role models to empower
- Conflicts between professional work and family
- Insufficient childcare

How does the Mentoring network
match up the experienced member
with an inquiree?

Questionnaire Mentee



- Level of education and professional achievement
- Special skills (including foreign languages, experience abroad)
- Expectations:
 - a) In collaboration with the mentor
 - b) Mentors knowledge and expertise in the field
- I wish to engage with my mentor through
 - Clinical rotations
 - Dissertation
 - other.....

Special skills: Experience abroad



N = 147

- USA: N = 23
- UK: N = 15

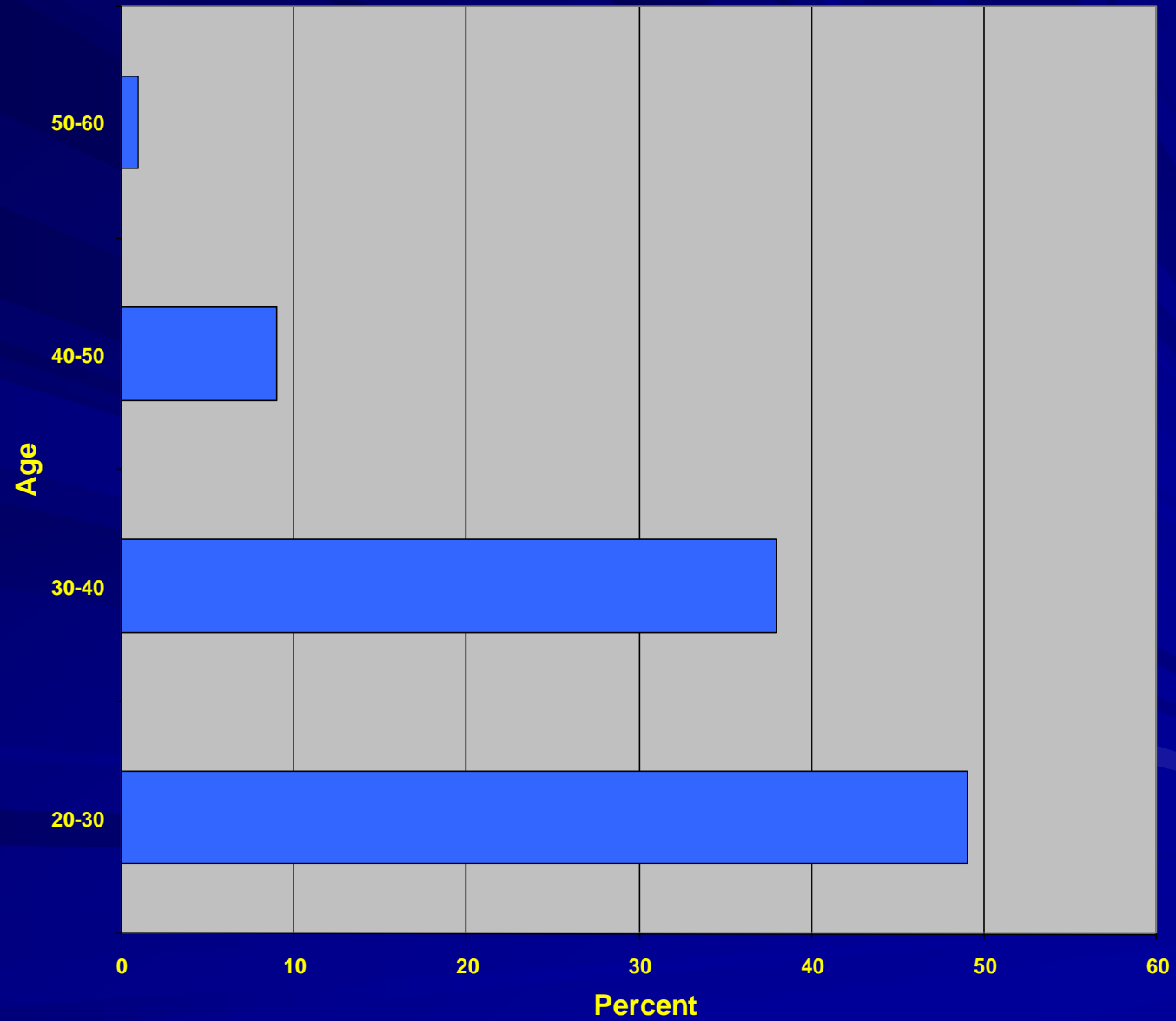
Other: N = 46

- Canada
- Switzerland
- Australia
- South America
- Ireland

Age of Mentee



N = 127



Questionnaire Mentor



What kind of support are you willing to offer

- Support during medical school
- Integration of professional career and family
- Initiation of professional career
- Pursuit of academic/ scientific career
- Steps to establish a private practice
- Other.....

Questionnaire Mentor



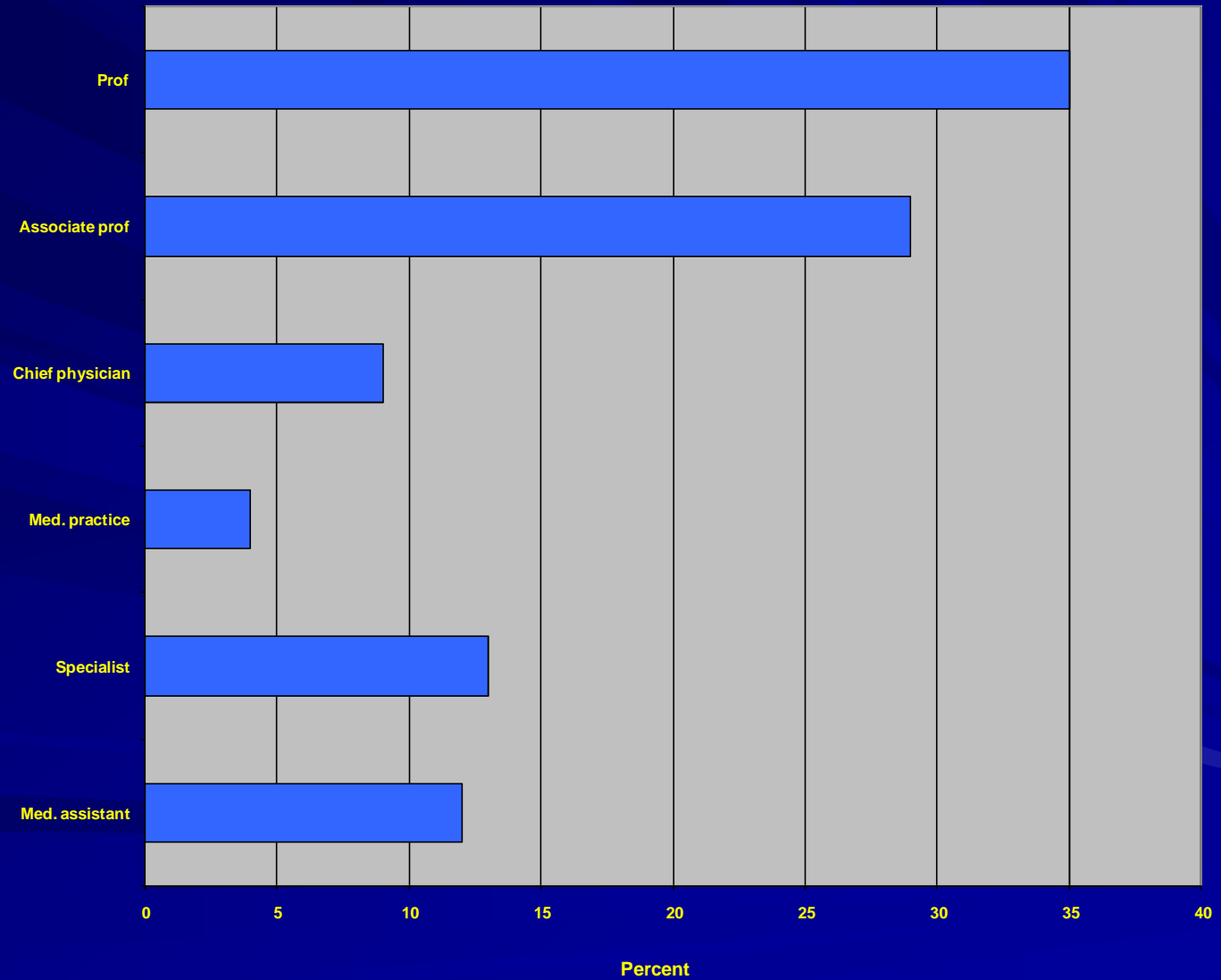
What kind of support are you willing to offer

- Continuing supportive consultation
- Facilitation of clinical rotations
- Offer subjects for a thesis
- Support during thesis
- Other.....

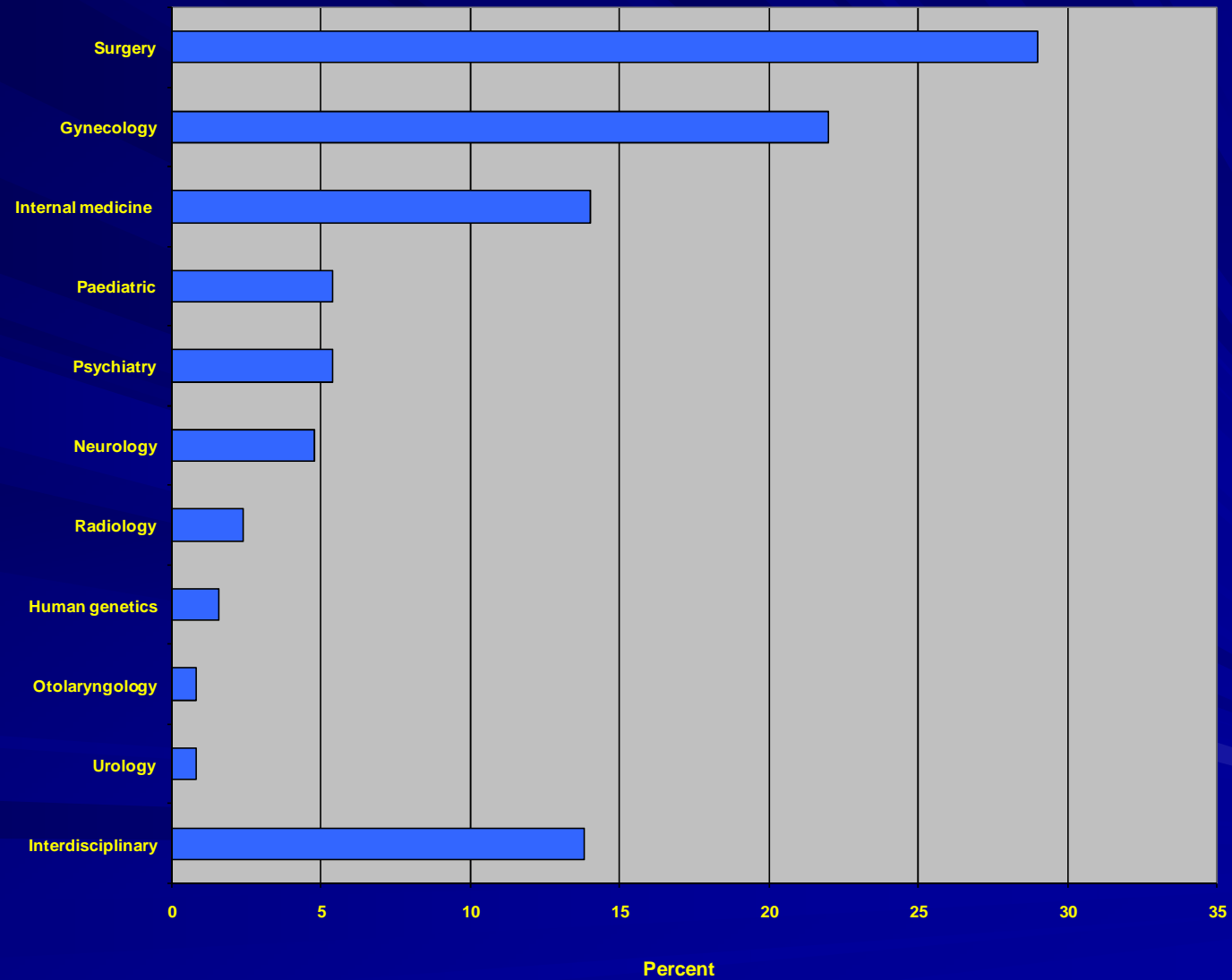
Status of Mentors



N = 89



Desired Medical Specialties



Wish for Support



Data from 127 Mentees:

Career Planning : N = 106 (83%)

Career Planning



Support in

- Medical School
- Career Start
- Selection of Specialty
- Training for Job Application
- Scholarships
- Reentry i.e. after parenting

- Management
- Self-assertion
- Managing style
- Conflict management

Position as a female doctor in the male dominated work force

Wish for Support



Data from 127 Mentees:

Science : N = 42 (30%)

Scientific Career



Support in

- Thesis
- Access to projects, projectgroups
- University career
- appointment procedures
- Postdoctoral thesis

Wish for Support



Data from 127 Mentees:

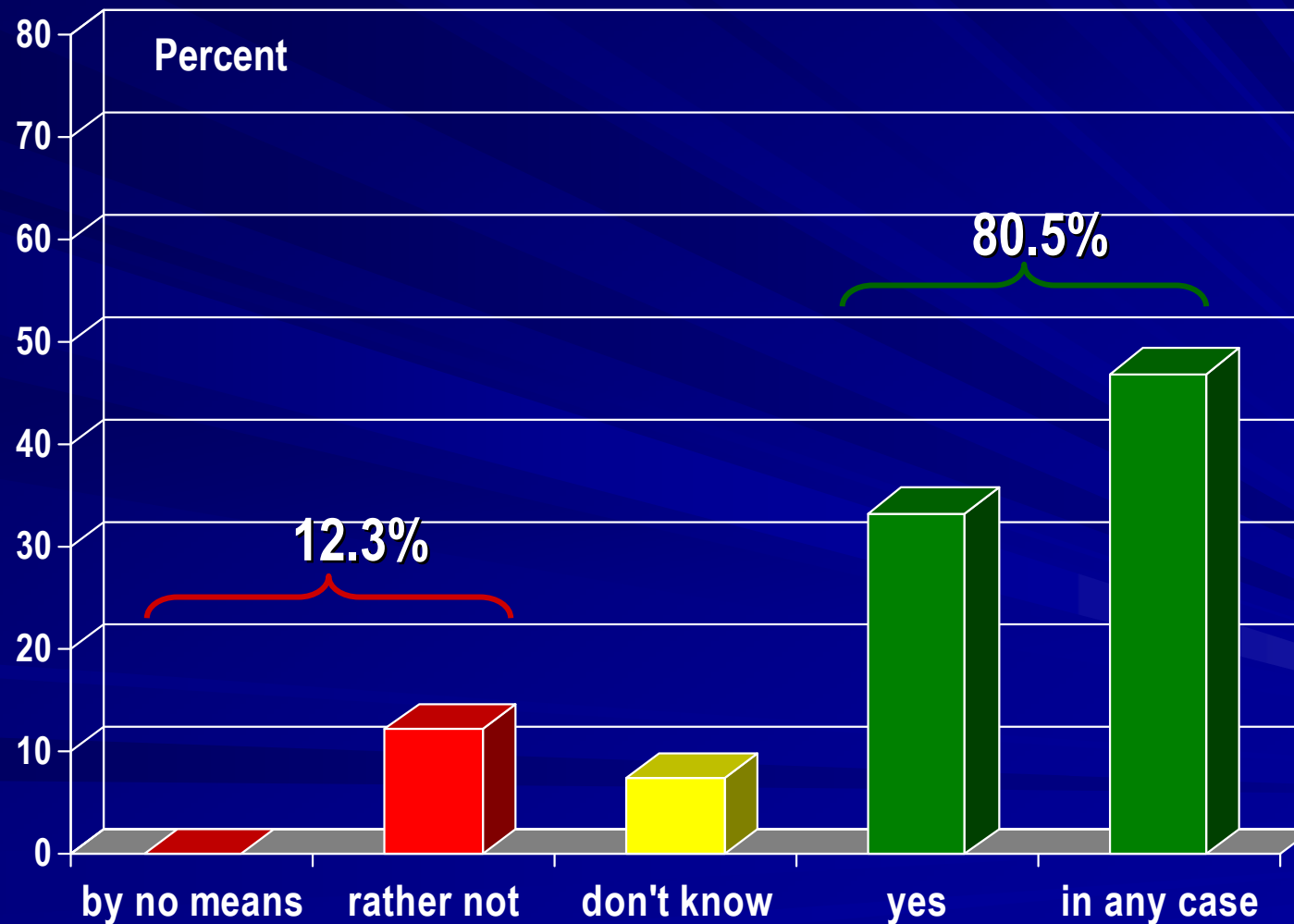
Family+Professional career : N = 32 (25%)

Role model : N = 7 (6%)

Evaluation of the Program:



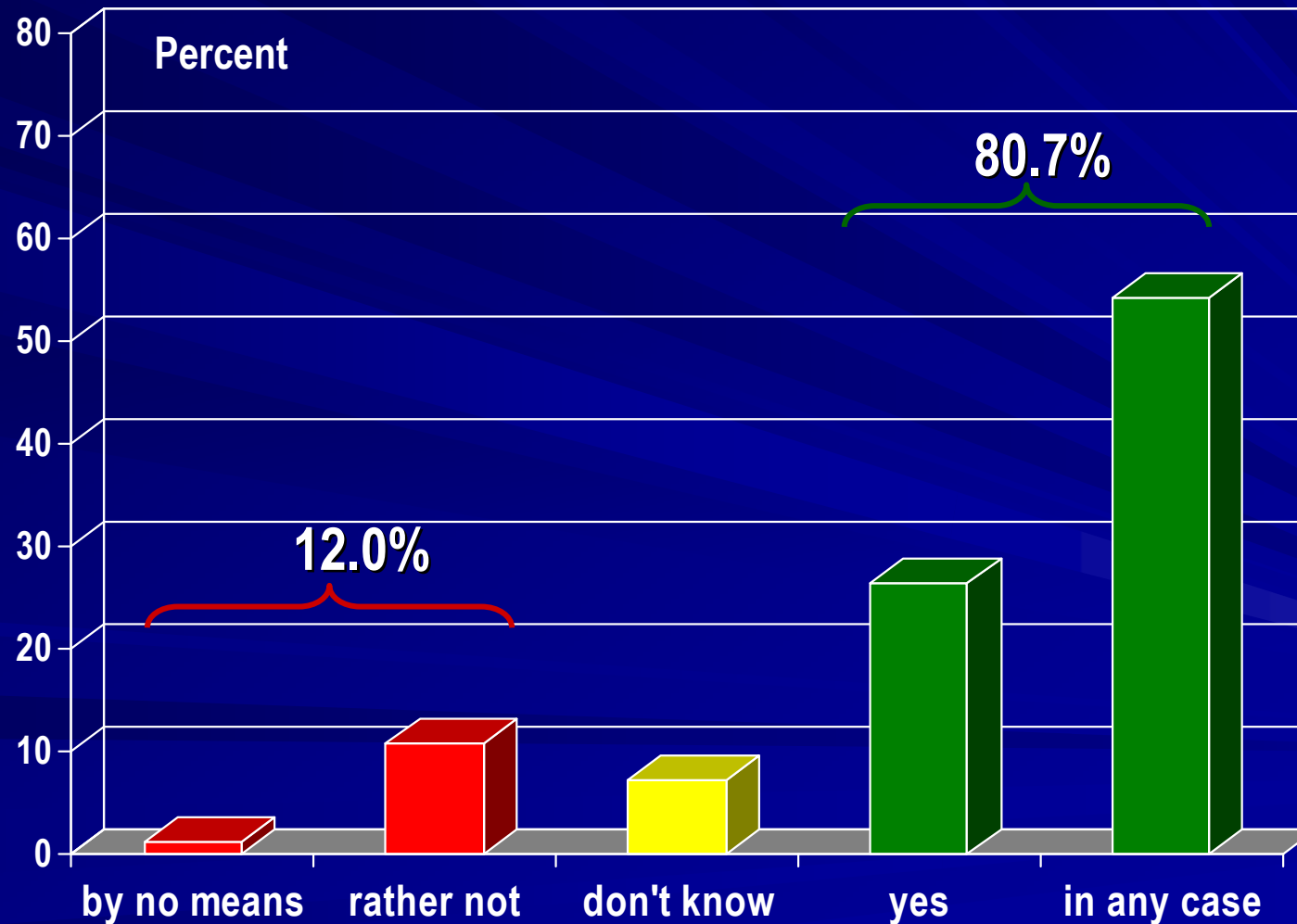
Would you consider utilizing the program again?



Evaluation of the Program:



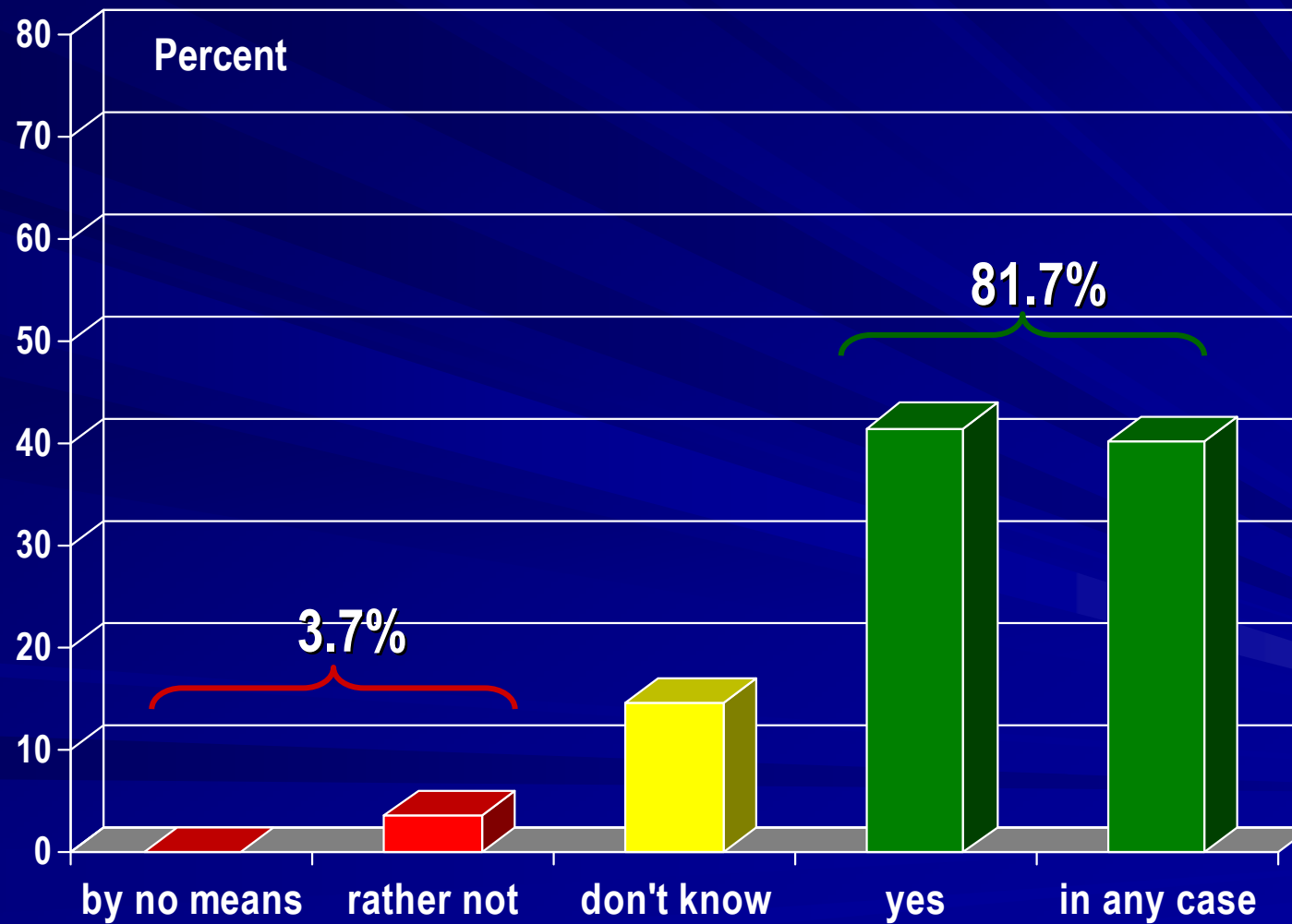
Would you recommend the program to co-students/
colleagues?



Carrying on the idea ...



Will you become a mentor yourself??



Personal impressions ...



- I am grateful that a system like this finally exists in Germany. Thank you for all the help.
- I can only praise this institution to the fullest; Women networks are eminently important!!!
- Have a mentor who worked directly in the field I was interested in. Very professional, perfect match!
- Super help! Thanks a lot!
- Contact never was established.
- Mentor works in same field but is too far away.
- Our personal ways of life were too different.

