

Summary of First Year Intern versus Mentor Responses to Formative Survey SoCal BSI Summer 2005

- 238 total items were rated in common between mentors and interns (17 items X 14 intern/mentor pairs)

- There were a total of 57 disagreements between the pairs (24%); the range for a given pair was 1-8 disagreements

- 43 disagreements (76% of the total) between 13 of 14 intern mentor pairs were on items related to strengths and weaknesses of the intern, how the weaknesses were addressed and whether the intern used their own time to make up for deficiencies. In 29 cases (67%), the intern perceived a deficiency when the mentor did not and/or rated themselves more harshly than did the mentor. In 9 cases (21%), the mentor identified a deficiency, when the intern did not and/or rated the intern more harshly. In 3 cases (7%) the interns and mentors identified completely different mechanisms used to address weaknesses and in 2 cases (5%) the mentor did not know whether the interns were using their own time to make up for deficiencies.

- 7 disagreements (12%) were on items related to the interns' work ethics. Again, the interns rated themselves more harshly than did the mentors.

- The final 7 disagreements (12%) were on items related to the mentors' responsibilities. In 5 cases the mentors perceived that they had made work place rules and expectations about the project clear and/or had provided help to the intern, but the interns did not. In one case the intern felt that expectations for the project were clear, but the mentor felt that the expectations were somewhat unknown at this point. In a single case the disagreement was a result of a mentor failing to supply an answer to a question.