

Fellowship Program: Professor's Round

Canadian fellowship experience: the different challenges and emotions faced by an International Medical Graduate and mitigation strategies

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A little bit of story



Fellowships in
Simulation and
Anesthesia Education



Fellowships in
Simulation and
Anesthesia Education
and POCUS



Fellowships in OB
Anesthesia and
Airway



Canadian fellowship experience: the different challenges and emotions faced by an International Medical Graduate and mitigation strategies

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Affiliations + expand

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[Free PMC article](#)

Abstract in English, French

Acknowledging the mental remodeling that a foreign physician goes through and attempting to mitigate the difficulties of this process is crucial to achieving better outcomes in education and patient care. Canada's Healthcare System offers Clinical Fellowship Programs that allow physicians specialists to obtain advanced expertise in a chosen subspecialty. In a Clinical Fellowship, Canadian Medical Graduates (CMGs) practice alongside International Medical Graduates (IMGs); however, there is evidence that they undergo different challenges in the learning experience. IMGs usually have a higher cognitive load during the adaptation period, which can be due to multiple factors, such as the transition to practice in a foreign country, language, level of supervision, teaching methods applied, feeling disconnected from home, and other competing needs fellows face outside of the clinical context. We propose strategies that may help mitigate the transition to practice process that IMGs undergo when starting a Canadian fellowship, such as Self-Efficacy Encouraging Approach, Thinking Framework Across Cultures, and Social Engagement and Wellbeing.

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Conflict of interest statement

None declared.

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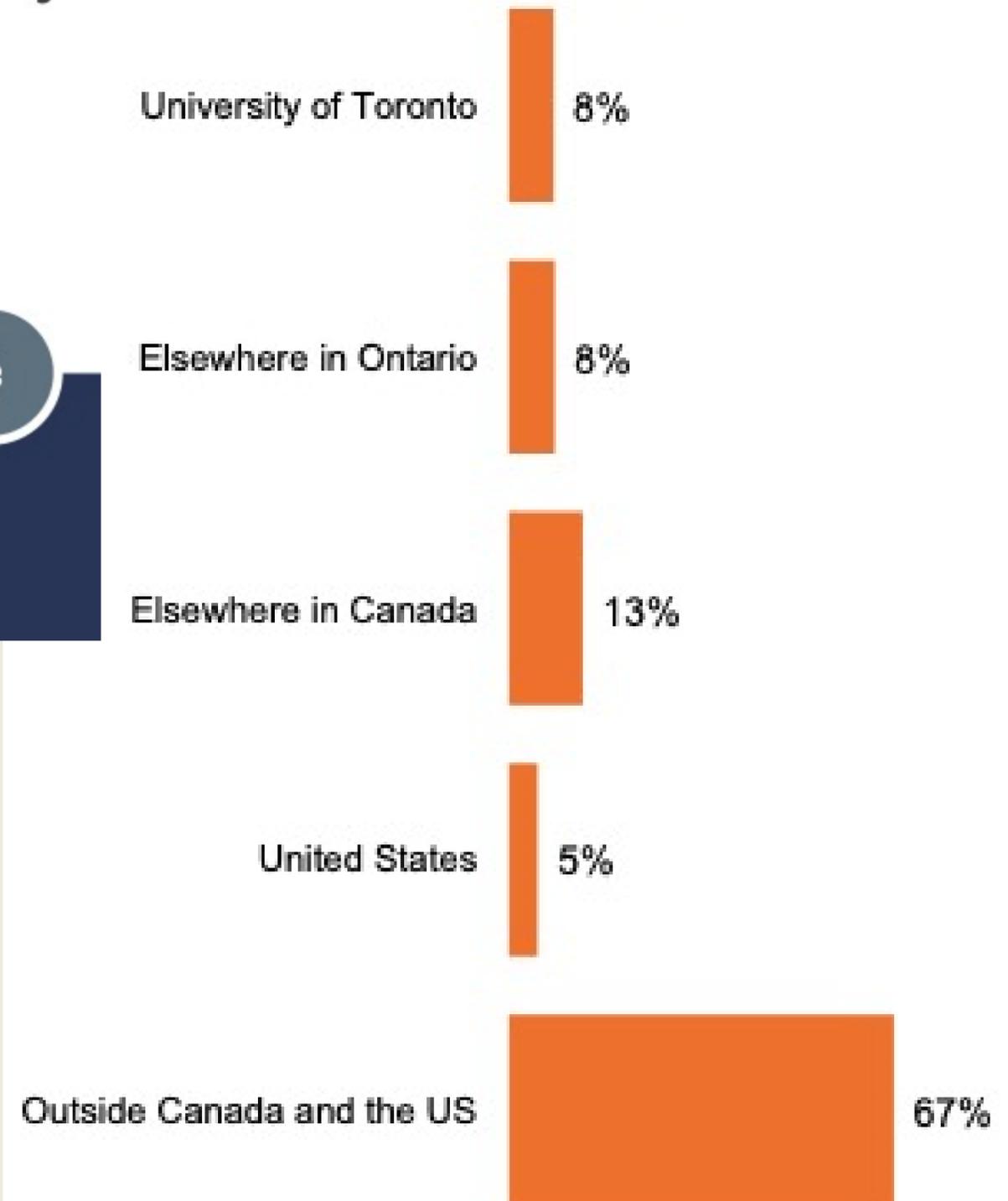


Voice of the Clinical Fellow Survey

Department of Anesthesiology & Pain Management
Report



Residency Training Location





Toronto HPB Fellowship HPB & Transplant Alumni



University of Toronto

>85 Current & Former HPB & Transplant Fellows in >20 Countries

Overview of Fellowship IMG experience in Canada

Is there any difference in the experience of an IMG compared to a CMG ?

The Canadian medical education system has some peculiar attractive aspects to International Medical Graduates (IMG).

Unlike a fellowship in the United States - no requirement for Canadian board examination

Goal of an IMG: personal and professional growth

Fear of the unknown ----> counterbalance the excitement of moving to a new country.



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Challenges faced during a fellowship by an IMG in Canada



Transition to practice in a different country

Language

Level of supervision



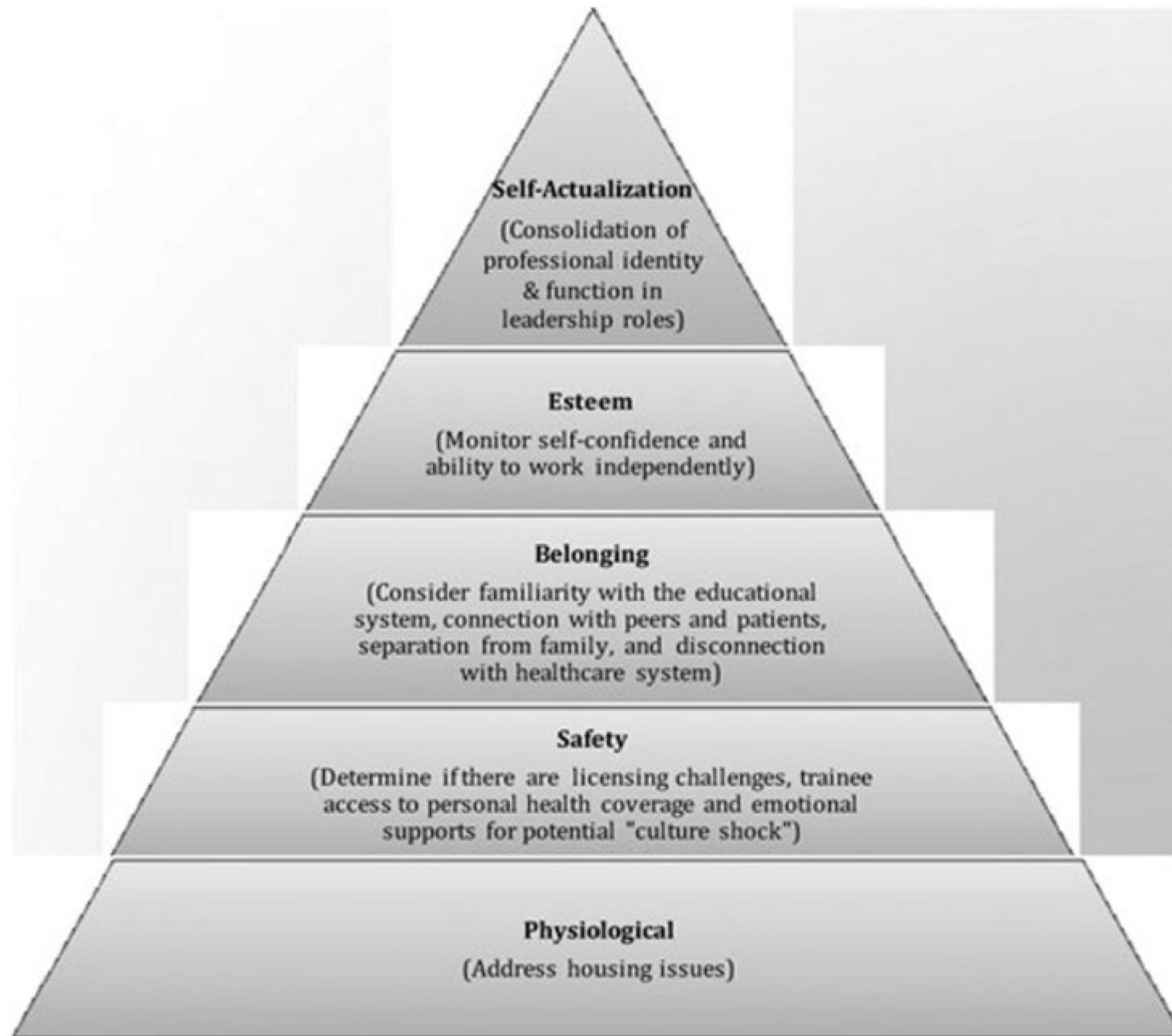
Expertise reversal effect

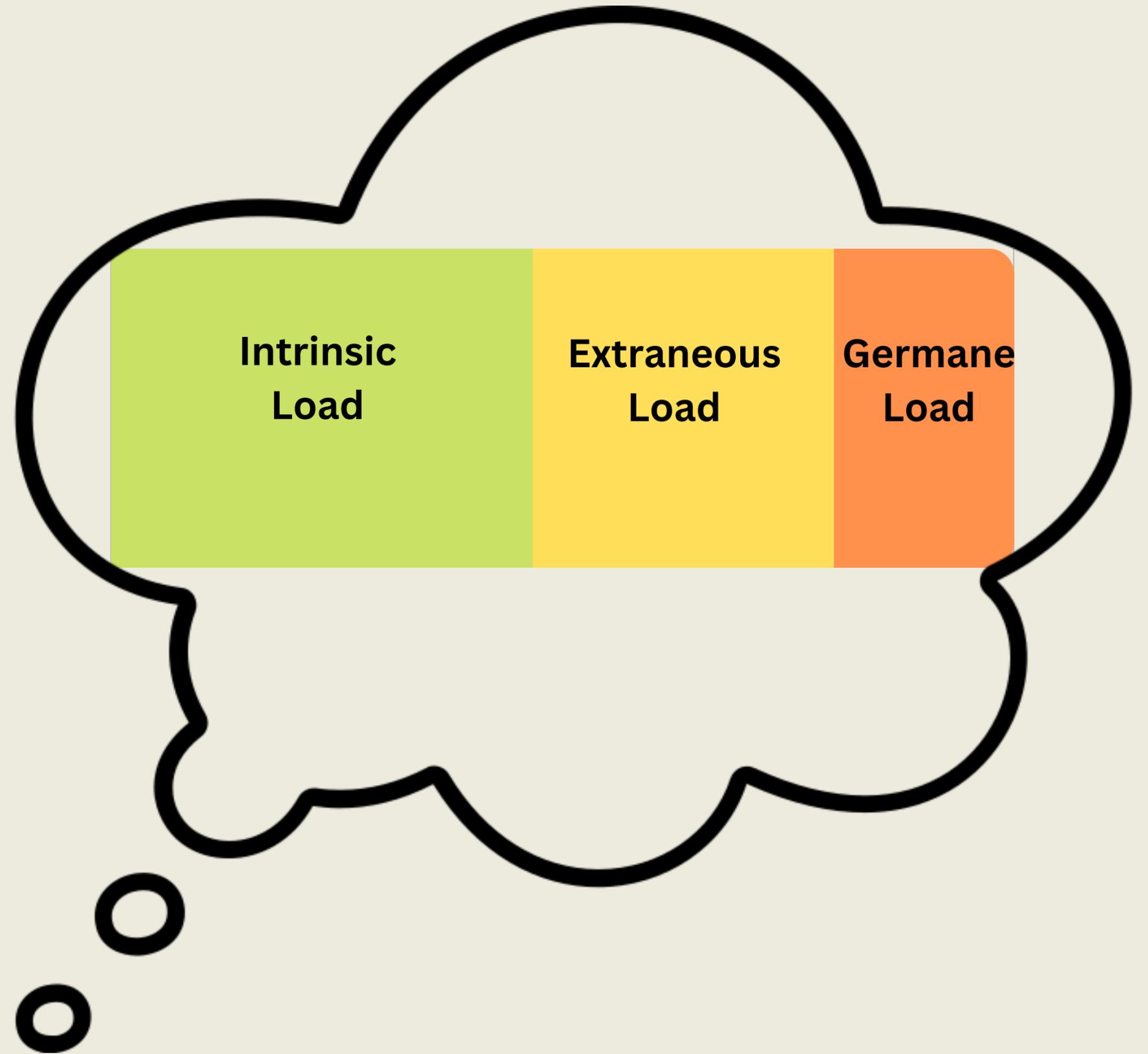
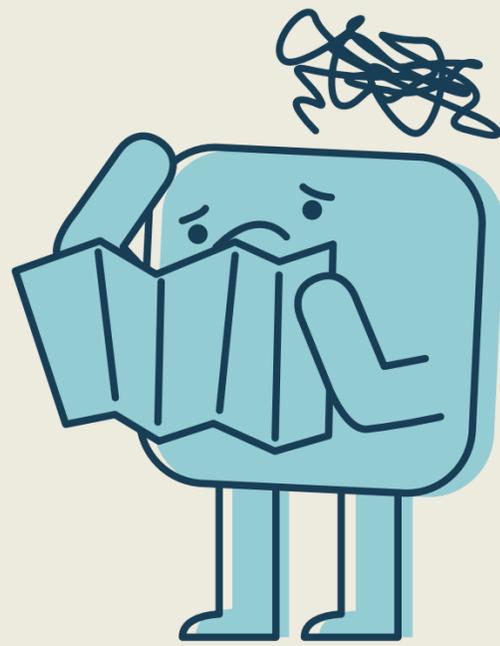
Maslow's Hierarchy of Needs and Theory of Motivation



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Challenge





**Intrinsic
Load**

**Extraneous
Load**

**Germane
Load**

NEW YORK TIMES BESTSELLER



Douglas Stone & Sheila Heen

of the Harvard Negotiation Project and coauthors of

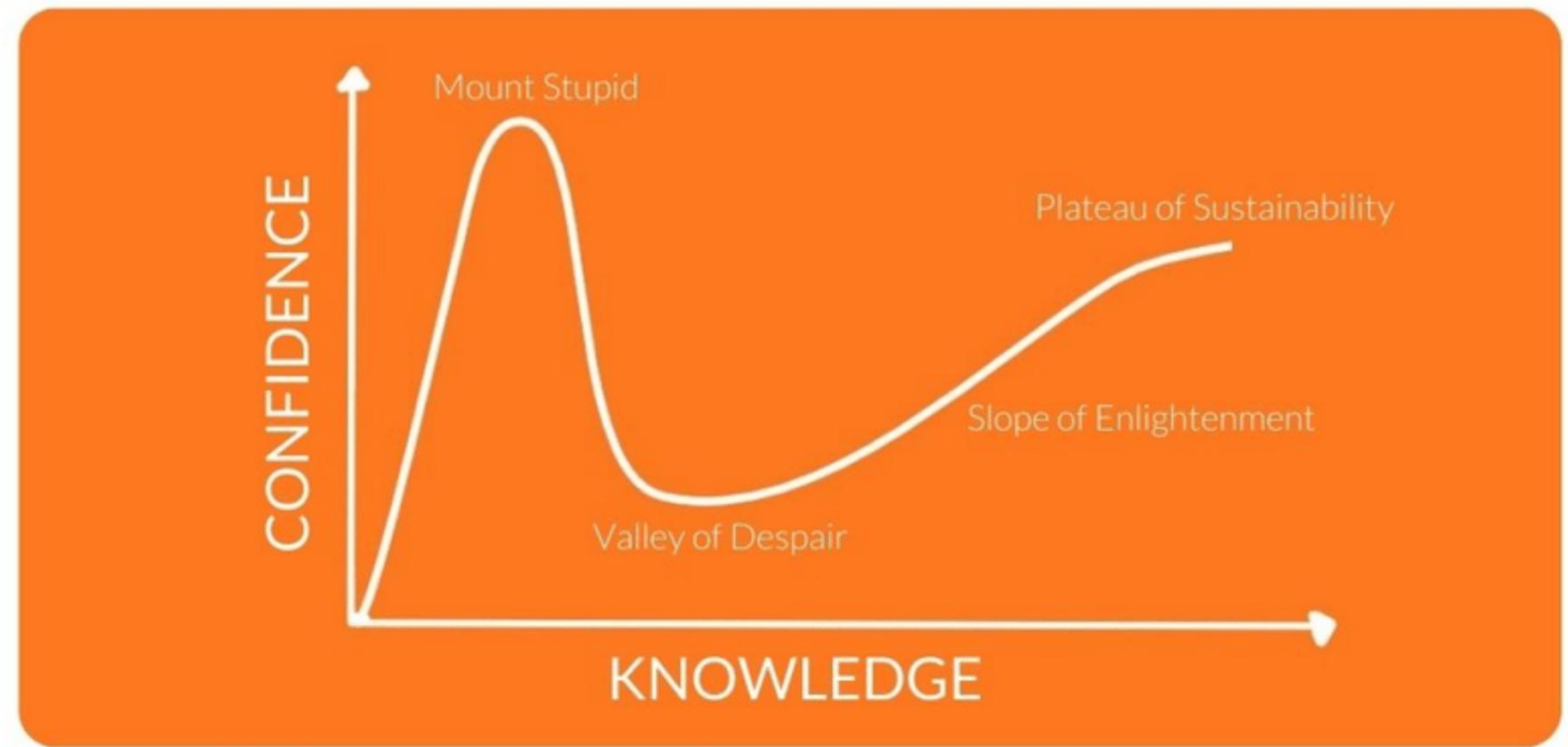
DIFFICULT CONVERSATIONS

Thanks for the Feedback

THE SCIENCE AND ART OF
RECEIVING FEEDBACK WELL 

**even when it is off base, unfair, poorly delivered,
and, frankly, you're not in the mood*

Dunning-Kruger effect



Making the Most of Mentors: A Guide for Mentees

Judy T. Zerzan, MD, MPH, Rachel Hess, MD, Ellen Schur, MD, Russell S. Phillips, MD, and Nancy Rigotti, MD

Checklist for Mentees to “Manage Up” to Create Successful Mentoring Relationships

Getting ready

- Clarify your values
- Identify your work style and habits
- Identify knowledge and skill gaps
 - Personal
 - Professional development
 - Skill development
 - Academic guidance
 - Research
- List specific opportunities sought — e.g. grant writing, presentation
- Write down goals: 3 months, 1 year, 5 year

Finding a mentor . . . or two

- Meet with people you know
- Get recommendations
- Ask people you meet with who else they recommend
- Be persistent
- Find multiple mentors, both junior and senior people

Things to look for in a mentor

- Is available and accessible
- Provides opportunities and encourages mentee to take risks
- Helps mentee develop own agenda
- Has prior mentoring experience

The first meeting

- Tell your mentor how he or she has already helped you
- Share your background, values, and needs
- Send a thank-you note after the meeting

Cultivating the mentor–mentee relationship

- Agree on structure and objectives of relationship
- Plan and set the meeting agendas
- Ask questions
- Actively listen
- Follow through on assigned tasks
- Ask for feedback
- Manage up
 - Set goals and expectations
 - Be responsive and flexible
 - Direct the flow of information
 - Follow a regular meeting schedule with agenda

Separation

- Talk about when the relationship should end
- Talk with your mentor about next steps
- Talk about future mentors

Suggested strategies to mitigate adaptation challenges

Self-efficacy encouraging approach



Thinking framework across cultures



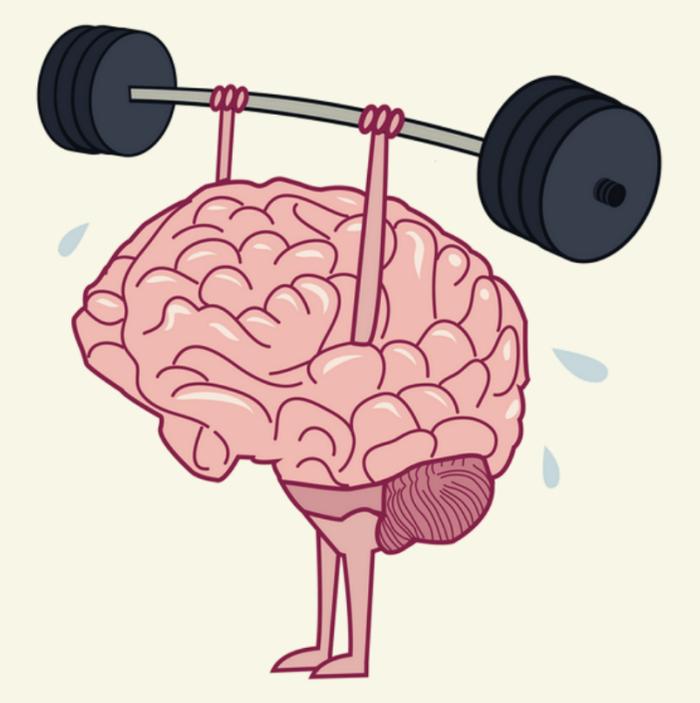
Social engagement and wellbeing



<https://www.canva.com/photos/MAD9YEcsGr4/>



FIXED MINDSET



Mental Safety

mentalhealth.utoronto.ca/build-your-toolkit/

UNIVERSITY OF TORONTO | STUDENT MENTAL HEALTH RESOURCE

BOOK AN APPOINTMENT | CAMPUS HEALTH CENTRES

SEARCH

FIND SUPPORT AND SERVICES | BUILD YOUR TOOLKIT | VIEW UPCOMING EVENTS | EXPLORE OUR CARE MODEL | GET URGENT HELP

BUILD YOUR TOOLKIT

When you build new skills and learn how to apply them, you're stocking your mental health toolkit with helpful ways to take care of yourself through life's ups and downs. No one's born knowing how to figure it all out. The more we learn, the better we can care for ourselves.

We've divided the following resources into categories, so you can choose how to get started. Listen to a podcast, read an article, or save links and info to re-visit later.

MY SSP

Have any interesting podcasts, apps or tools you would like to share with other students? Please share them here:

HAVE A TOOL TO SUBMIT?

BUILD YOUR TOOLKIT

Use the filtering system to help choose your tools and resources.

Search for results

Found 60 Results

READ HERE



A GOOD NIGHT'S SLEEP

TYPE: BOOKS | CATEGORY: SKILLS DEVELOPMENT

Learn why sleep is important and improve your sleep habits with this booklet by the University of Glasgow, adapted by CAMH for use in Canada.

[VIEW A GOOD NIGHT'S SLEEP PDF](#)

READ HERE

ABILITYCPT PROGRAMS

unityhealth.to/physician-wellness-steering-committee-resources-for-physicians/#--text=Peer%20support,Contact%20Spiritual%20Care.

Internet resources

1. [Best apps for mental wellness](#) (CMHA Hamilton)
2. [CAMH website](#) dedicated to support self-care, coping strategies and mental health workers during the pandemic
3. [Psychological First Aid for Health-care Providers workbook](#)

Culture of wellness

Peer support

1. [Code Lavender - Supportive response for individuals or teams. Contact Spiritual Care, X6165 or 416-739-5324 after 5 p.m.](#)
2. [Personal Protective Relationships \(PPR\)](#) from UT
3. [Peer Support "How To"](#) from the CMA physician Wellness Hub

So What?

IMGs bring many benefits to society, universities, and learners.

However, it is important to acknowledge their challenges .

Empathy --> healthy learning environment and enriches the educational experience.



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So What?

Tailor a prosperity circle, where good experience leads to high-quality learning

Ultimately brings more interested healthcare learners to the programs.



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UofT Orientation for New Residents and Fellows

MAY 2020

Orientation for New Residents and Fellows at the University of Toronto

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Future Implications - Now What?



Future Implications

Creating a Communication loop



Future Implications

PEAP period



Future Implications

PEAP period

New Fellow Clinical Orientation Checklist

Please ensure all these items have been discussed or experienced in the 1st 2-3 weeks

The staff anesthesiologist supervising the specific task should sign off once completed/competent

	Staff certifying completion	Staff signature
Managing your case preoperatively		
How to obtain and read the OR list – patient identifier, inpatient/outpatient status, covering staff, specific surgical or anesthetic considerations		
Electronic patient record - how to locate consultation notes, medication history, lab and imaging results, previous anesthesia records		
Accessing other non-UHN electronic record databases e.g. ConnectingOntario for additional medical information		

Future Implications

Wellness



Future Implications

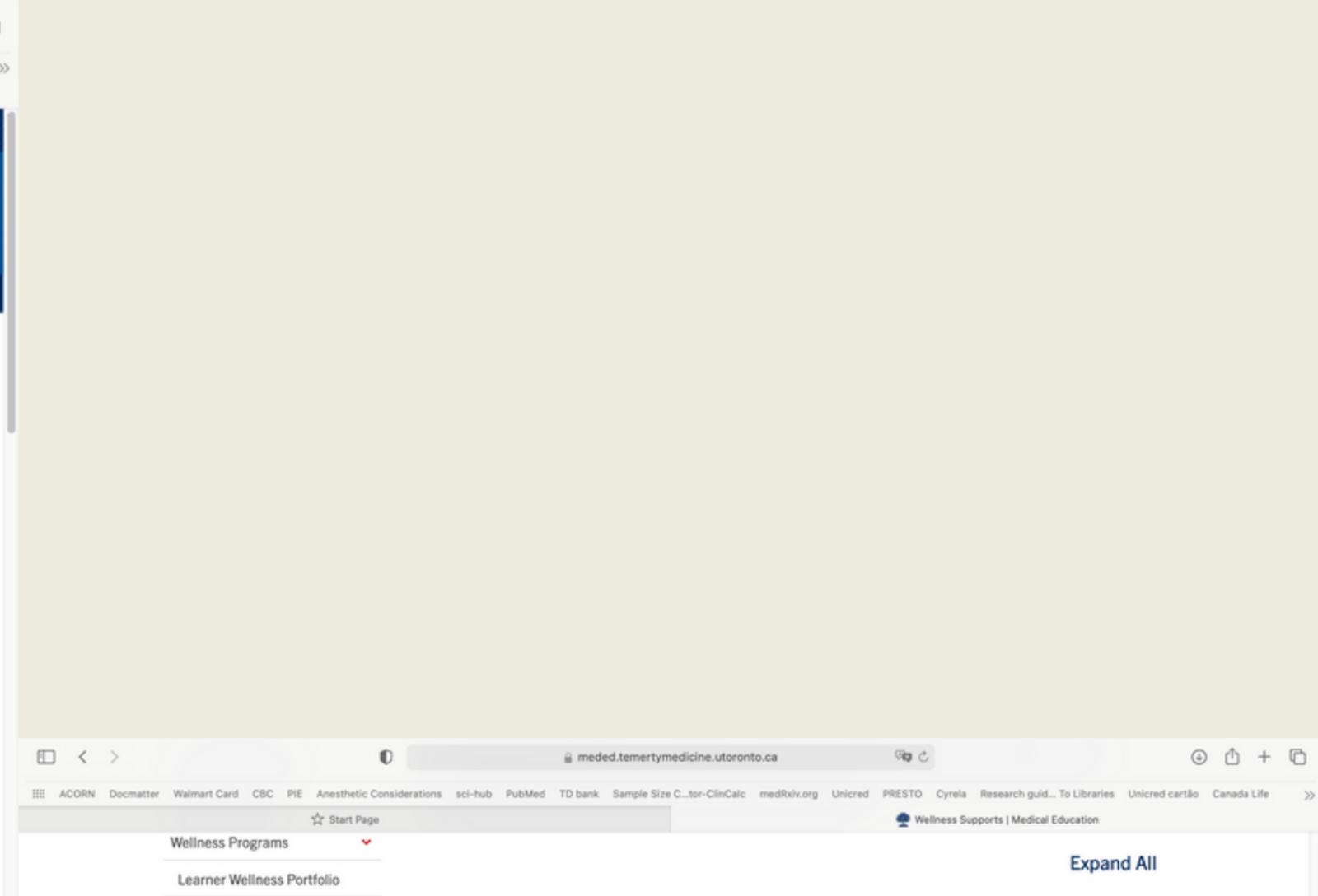
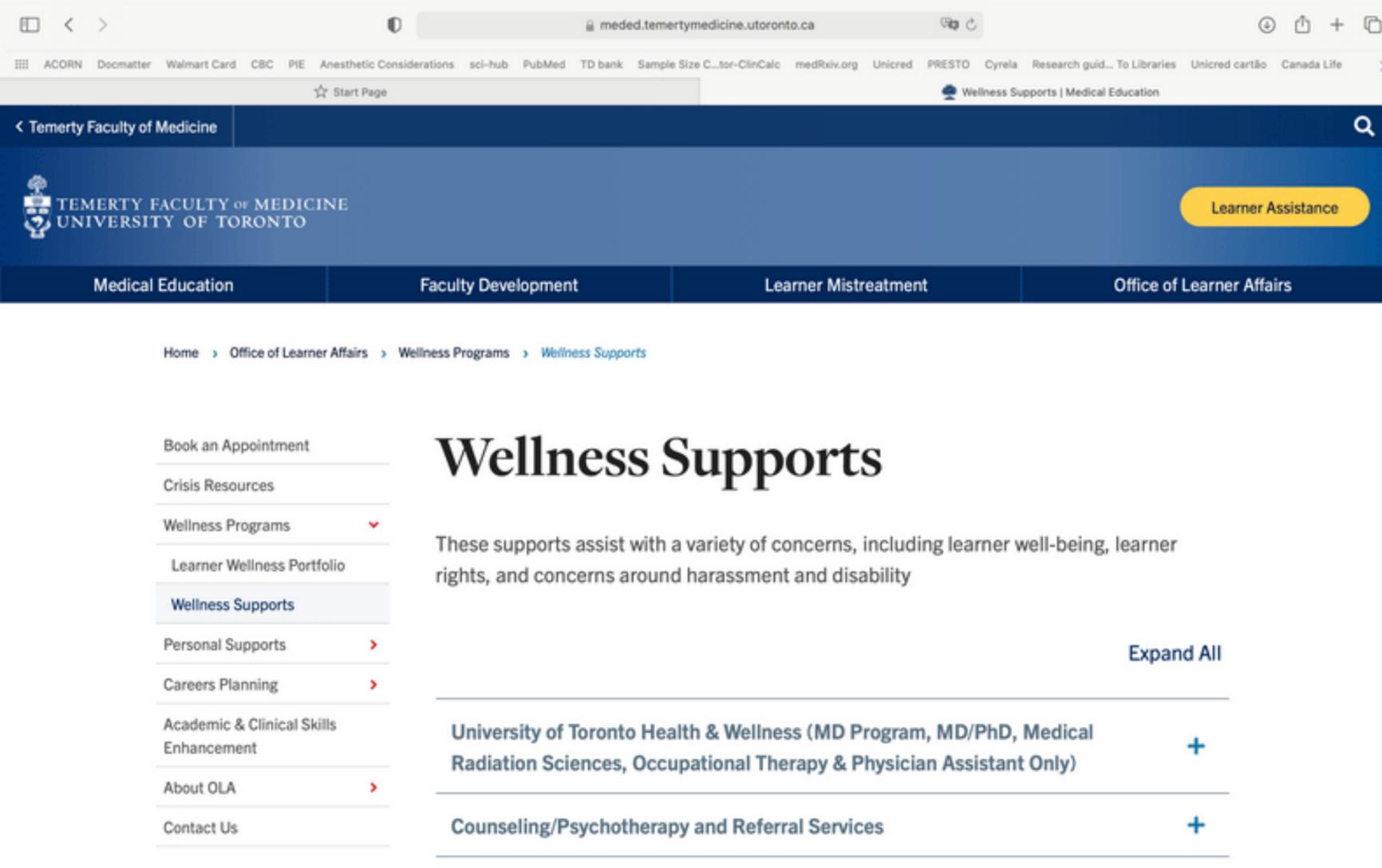


ORIGINAL ARTICLE

Colleagues Meeting to Promote and Sustain Satisfaction (COMPASS) Groups for Physician Well-Being: A Randomized Clinical Trial

Colin P. West, MD, PhD; Liselotte N. Dyrbye, MD, MHPE; Daniel V. Satele, BS; and Tait D. Shanafelt, MD

	Intervention group	Control group
Overall burnout	< 12.7%	> 1.9%
Depressive symptoms	< 12.8%	> 1.1%
Overall QOL	No difference	



Experiencing a crisis?
 We are not an emergency service. If you are in crisis click here to learn more about available supports.

- University of Toronto Health & Wellness (MD Program, MD/PhD, Medical Radiation Sciences, Occupational Therapy & Physician Assistant Only)** +
- Counseling/Psychotherapy and Referral Services** -
- University of Toronto Peer Support Service (MD Program, MD/PhD, Medical Radiation Sciences, Occupational Therapy & Physician Assistant Only)** +

Distress & Referral Services

Learner Life Specialists (LLS) work with U of T residents and clinical fellows to helping them to navigate personal and professional challenges. LLS are trained mental health professionals who engage in individual work with trainees and also create and facilitate workshops and other group training and opportunities on themes related to wellness and performance.

Appointments with a LLS or further information can be gained by completing the [Book An Appointment](#) form.

Future Implications

Social events



The Law of Success - Napoleon Hill

**"FOR OUT IN THE WORLD WE FIND,
SUCCESS BEGINS WITH A FELLOW'S WILL— IT'S ALL IN THE STATE OF MIND."**

**"LIFE'S BATTLES DON'T ALWAYS GO TO THE STRONGER OR FASTER MAN,
BUT SOON OR LATE THE MAN WHO WINS IS THE MAN WHO THINKS HE CAN!"**

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