

Factors Influencing Participation in the Formal Mentoring Program among Family Medicine Residents in Qatar: A Mixed-Methods Study

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Received: July 2026. Accepted: July 2026; Published: August 2026.

Citation: Rasha Moussa et al. Factors Influencing Participation in the Formal Mentoring Program among Family Medicine Residents in Qatar: A Mixed-Methods Study. World Family Medicine. August 2026; 24(6): 5 -15. DOI: 10.5742/MEWFM.2026.241800

Abstract

Background: The transition into residency is a demanding period. While mentorship programs aim to improve well-being, confidence, and career guidance, active engagement among family medicine residents often varies. This study aimed to systematically identify barriers and facilitators affecting participation in a formal mentoring program among family medicine residents in Qatar.

Methods: A descriptive cross-sectional mixed-methods survey was conducted among 48 Family Medicine residents (PGY1-PGY4) at the West Bay Training Facility in Qatar. The survey captured quantitative data on mentoring frequency, satisfaction, engagement, and perceived effectiveness, alongside qualitative open-ended responses regarding barriers and facilitators. Quantitative data were analyzed using Kruskal-Wallis and Chi-square tests, while qualitative data underwent thematic analysis.

Results: The study included 48 residents (12 per PGY level), of whom 77.1% were female and 70.8% were non-Qatari nationals. The response rate was 92.3%. Perceived mentorship effectiveness significantly declined as residents advanced in their training ($H = 20.96$, $p < 0.001$), with PGY1 residents reporting the highest effectiveness (median = 10.0) and PGY4

residents the lowest (median = 5.0). Despite this decline, overall mentorship satisfaction ($p = 0.149$) and self-reported engagement ($p = 0.881$) remained consistently high across all cohorts. Thematic analysis identified “Time Constraints” as the primary barrier (28 mentions), whereas “Emotional/ Interpersonal Support” (17 mentions) and “Structured Scheduling” (12 mentions) were the main facilitators of engagement.

Conclusion: Formal mentorship is highly valued, but its perceived effectiveness diminishes in senior residency years. Addressing severe time constraints through protected meeting times and tailoring mentorship focus to align with the evolving career planning needs of senior residents are critical steps to optimizing mentorship engagement.

Key words: participation. mentoring, family medicine residents, Qatar