

AMWA MID-AMERICA

Spring 2016



In this issue:

- St. Louis Freelance Luncheon Series
- Chapter Officers' Meeting
- Poster - A Blueprint to Success: Onboarding a Medical Writer

A Note from the Editor

Magdalena Berry, MA

Dear Chapter Members,

Greetings!

Spring has arrived, more or less. I'm surrounded by green hills dotted with black cows, and the pansies are in bloom. The cover photo's from our local nursery, which has a great display of jonquils and pansies.

Included in this issue is the first of a set of posters contributed our chapter president, Rona Grunspan,

The deadline for the next newsletter is **June 20, 2016**. Newsletters are generally issued quarterly, at the end of March, June, September, and December.

Welcome to our new officers! *Laura Sheppard*, MBA, MA, Medical Writing Manager at Mallinckrodt in St. Louis, has volunteered to be our Membership Chairman, and *Leslie Neistadt*, ELS, Managing Editor at St. Louis University, has taken over the Treasurer responsibilities from Joanne McAndrews. Thanks, Joanne, for all your work, and thanks to Laura and Leslie for joining our merry band of chapter officers!

You can find more information about the chapter and some other resources for writers at our chapter web site: www.amwa-midamerica.org

As always, feel free to send any suggestions or contributions!

Magdalena Berry

magdalenary@missouristate.edu

Chapter Officers

President: Rona Clair Grunspan, MD

Treasurer: Leslie Neistadt, ELS

Secretary: Linda Landon, PhD

Membership chair: Laura Sheppard, MA

Newsletter chair: Magdalena Berry, MA

Webmaster: Lisa M. Balbes, PhD

St. Louis Freelance Luncheon Coordinators:

Lisa M. Balbes, PhD, Joanne M. McAndrews,
PhD

St. Louis-area Freelance Luncheon Series: TechWrite STL

Joanne McAndrews, PhD

Lisa Balbes, PhD



The TechWrite
STL group

continues to hold bi-monthly lunch meetings. At most meetings, a topic of interest to freelance medical and technical writers is presented by a member and discussed by the group, usually over lunch at a local restaurant.

Dana Delibovi presented at our January luncheon, speaking about “Diversifying Your Work Stream”. Dana presented her ideas and practical ways of developing more than one kind of work to generate income, using her own career path over the past eight years as an example. She gave attendees a list of questions to

discuss, and talked about how her own work stress decreased significantly once she started working in several different areas.

Upcoming luncheons include “Breaking into Regulatory Writing” by Chris Feely and Joanne McAndrews on March 30th and “Tips to Make Your Documents and Websites Accessible” by Alice Fugate on May 19th.

Lisa Balbes and Joanne McAndrews have been co-organizing the group since September 2006, when it was formed as a merger of the local AMWA and STC-CIC groups. A schedule of upcoming luncheons can be found on our chapter

AMWA Mid-America Officers' Meeting Minutes from March 8, 2016

The meeting was called to order at 1:30 pm by chapter president, Rona Claire Grunspan. Six members were present, including Rona Claire Grunspan, Joanne McAndrews, Lisa Balbes, Lisa Neistadt, Laura Sheppard and Linda Landon.

Events in St. Louis

The St. Louis TechwriteSTL Freelance group is continuing to organize the St. Louis-area Freelance Luncheon Series every other month to discuss topics of interest to freelance medical/technical writers in the St. Louis, MO area. Speakers on a number of interesting and useful topics present at each meeting. The topic for the Wednesday March 30, 2016 meeting will be breaking into regulatory writing. Speakers for the May and September 2016 upcoming meetings have been arranged. The annual TechWriteSTL dinner will be held on September 2016 to celebrate 10 years of TechWriteSTL luncheons. Joanne McAndrews is organizing the dinner. For information on TechwriteSTL activities, please visit <http://www.amwa-midamerica.org/>.

Events in Kansas City

Phyllis Hudson will lead the effort to plan and hold events in Kansas City. Phyllis and Rona Claire Grunspan are planning new events for the Kansas City area members. Contact Rona Claire Grunspan (ronaclaire@gmail.com) if you or someone you know is interested in organizing an event in Kansas City.

Chapter Leader Call with the AMWA Board of Directors

Rona Claire Grunspan and Laura Sheppard have been attending the monthly Chapter Leader Calls

and reported on the topics that were discussed. The next call will be the second Monday of April. The next call will be the second Monday of April.

Spring Board of Directors meeting

The Spring Board of Directors meeting will be held on April 7-8, 2016 in Bethesda, Maryland. A chapter representative is needed to attend this meeting. Laura Sheppard indicated interested in attending this meeting as the Mid-America chapter delegate.

Chapter Report

The Spring Chapter Report has been submitted by Linda Landon

Housekeeping

Chapter Officer Meetings – The next Chapter Officers Call will be on Tuesday April 12, 2016 at 11:30 pm by using a Google Hangout

Treasurer's report - Joanne McAndrews presented the treasurer's report. Leslie Neistadt will become treasurer in April, 2016. Joanne will train her. Joanne is currently gathering information for the chapter 2015 tax return, due March 15, 2016

Chart of chapter officer duties – The list of Chapter officer duties will be finalized and sent to the chapter officers for review. Leslie Neistadt will be the new chapter Treasurer. She is a new member of the Mid-America Chapter.

Membership - Laura Sheppard is the new membership chair. Laura discussed methods of encouraging members to participate and to use the new AMWA portal.

Poster: A Blueprint to Success: Onboarding a Medical Writer

Rona Grunspan, MD has offered to share a few posters that she's created for various conferences. I've inserted a .pdf here; you should be able to zoom in on this newsletter so that you can read the poster. I've also attached a .pdf file to the e-mail sent with this newsletter.



A Blueprint to Success: Onboarding a Medical Writer

Rona Claire Grunspan, MD and April M. Coburn, BA, MLA

ABSTRACT

Title: A Blueprint to Success: Onboarding a Medical Writer

Abstract Keywords: Develop credible and effective relationships, understand deliverables and account for timelines and quality, onboarding/mentoring

Objective: To demonstrate and develop credible and effective relationships and to gain a clear understanding of the quality requirements, training timeline, and process comprehension required to be a successful medical writer.

Method: Twelve industry medical writers with greater than 1 year experience were selected to participate in a series of questions and open feedback regarding their onboarding experiences in the categories of efficiency, productivity, confidence, credibility, compliance, enhanced work quality, and retention.

Results: Case studies will be attached to poster.

Conclusions: The results demonstrated that medical writers whose employers devoted more time to the onboarding and mentoring of employees produced medical writers who were more confident in their roles. A focus on onboarding allowed new medical writers to interact with peers in their organizations and ask questions, request clarifications, or suggest process changes as needed. By enabling the medical writers to be confident and efficient, the writers were able to produce higher quality documents. The more confident the medical writer became, then the stronger the drive was for success.

BACKGROUND

Onboarding is the process of welcoming new employees into an organization and providing them with the tools, resources, and knowledge to become successful in their new role with the organization. Many organizations may have a formal orientation process usually performed by Human Resources, which familiarizes you with information for your first days of work. The onboarding is a broader, more long-term process that helps new hires acclimate to the social and performance aspects of their jobs quickly, learn the attitudes, knowledge, skills, and behaviors required to function effectively within an organization.

METHOD

Twelve pharmaceutical industry medical writers with greater than 1 year of industry experience were selected to participate in an online survey where both multiple choice and open-end questions regarding onboarding and mentoring experiences were answered in the categories of efficiency, productivity, confidence, credibility, compliance, enhanced work quality, and retention.

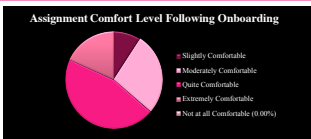
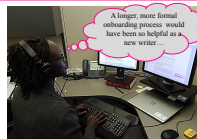
OBJECTIVE

To demonstrate and develop credible and effective relationships and to gain a clear understanding of the quality requirements, training timeline, and process comprehension required to be a successful medical writer.

REFERENCES

1. SurveyMonkey Inc. Palo Alto, California, USA. www.surveymonkey.com. 2015. Accessed December 18, 2014.
2. Marlene R. Best Practices for Onboarding New Employees. Improve.com. www.improve.com/Best-Practices-for-Onboarding-New-Employees-496. Accessed December 18, 2014.
3. Peter Gale S. Onboarding Tip and Best Practices for Bringing New Workers on Board. Workforce. <http://www.workforce.com/articles/19977-onboarding-tips-and-best-practices-for-bringing-new-workers-on-board>. Accessed December 18, 2014.
4. CommonGood Careers. Ensuring New Employees' Success: Best Practices for Employee Onboarding. Guidestar USA, Inc. <http://www.guidestar.org/tra/news/articles/2007/ensuring-new-employees-success.aspx>. Accessed December 18, 2014.

Disclosure
Rona Claire Grunspan, MD. Nothing to disclose;
April M. Coburn, BA, MLA. Nothing to disclose.

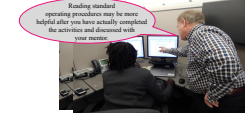


EVALUATION

Scenario: A medical writer who has more than 5 years of medical writing experience has accepted a position as a Senior Medical Writer in a new organization. The Medical writer has experience working on the assigned documents; however, she is not onboarded to the new organization and finds she has questions about procedures, timelines, and team members during her initial document construction.

Problem: The medical writer feels that she is not efficient in her job, that the document quality is lacking, and that it is difficult to connect with the proper team members.

Consideration: A formal onboarding process to discuss the acceptance of a medical writer in the organization, a mentor to discuss any questions that may come up while working on current assignments, and having an accessible manager would mitigate the problems.



RESULTS

A survey was created consisting of 25 questions, of which 23 were multiple choice and 2 that were open-ended responses. The survey was intended for 10 medical writers to complete; however, the survey link was distributed to 15 medical writers and 12 completed the survey.

The 12 medical writers have been in their current positions over a wide range of years: 4 for 1-3 years, 2 for 3-5 years, 2 for 6-10 years, and 4 for over 10 years. A little more than half of the medical writers were involved in a formal onboarding process (58.3%). The majority (66.7%) were assigned a mentor to guide them through the onboarding process. Of the writers who were assigned a mentor, more than half met with their mentor on regular basis (58.3%). Eight (72.73%) medical writers had a mentor review their assignments, and the majority felt that their mentor's feedback was useful. The onboarding process improved the quality of the assignments and increased efficiency, productivity and confidence.

Medical writers were asked, "What was effective during your onboarding process that helped with your role?" Responses were positive from medical writers who had formal onboarding support. They expressed appreciation for the onboarding process. "[B] really provides you with a good idea of how the company works, what the people are like and what is expected of you." The majority prepared themselves with self-reading; however, one medical writer expressed, "[a] job reading SOPs is very tiresome and sometimes it is easier to understand what is meant in the SOP when you already have actually done the activities described or have discussed how to do something with a peer."

The medical writers were also asked, "What improvements would you have added to your onboarding process?" The majority who did not have a formal onboarding process responded that they wished there had been a formal onboarding process. One medical writer responded, "[i]f that would have been effective had I had somebody, would have been to have them review my work and give feedback" and another medical writer responded, "[a]ctually having one [an onboarding process] would have been helpful."

RESULTS CONTINUED

Question	Response
How long has it been since you were onboarded?	Not at all 1-3 years - 16.67% 4-6 years - 16.67% 7-10 years - 16.67% 11 years - 16.67% 12 years - 16.67% 13 years - 16.67% 14 years - 16.67% 15 years - 16.67%
How long has it been since you were onboarded to your current position?	Not at all 1-3 years - 16.67% 4-6 years - 16.67% 7-10 years - 16.67% 11 years - 16.67% 12 years - 16.67% 13 years - 16.67% 14 years - 16.67% 15 years - 16.67%
How long did the onboarding process take?	Not at all 1 month - 16.67% 2 months - 16.67% 3 months - 16.67% 4 months - 16.67% 5 months - 16.67% 6 months - 16.67% 7 months - 16.67% 8 months - 16.67% 9 months - 16.67% 10 months - 16.67% 11 months - 16.67% 12 months - 16.67% 13 months - 16.67% 14 months - 16.67% 15 months - 16.67%
Did you have a mentor/operational procedures assigned to provide you formal instruction?	Not at all Yes - 16.67% No - 16.67%
How often did the mentor meet with you to discuss questions for your role as a medical writer?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did the mentor/information provided you the proper training to get started in your role?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you complete the training, been comfortable more you meeting your medical writing assignment?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16.67% Bi-weekly - 16.67% Monthly - 16.67% Quarterly - 16.67% Annually - 16.67% Not at all - 16.67%
How often did you have the information the mentor provided for you?	Not at all Daily - 16.67% Weekly - 16