

# Speed-Dating for FY1s:

*Turning Strangers into Supportive Colleagues*

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# Why Did We Do This?

## Starting FY1 is daunting.

New doctors are **anxious, isolated,** and underserved by traditional inductions.

### High anxiety at transition <sup>[1]</sup>

27.3% of FY1s screened positive for pathological anxiety in their first week - growing year-on-year across 11,839 participants over 8 years.

### Peer support is a key protective factor <sup>[2]</sup>

Interviews with UK junior doctors identified peer relationships and feeling connected to colleagues an important buffer against emotional distress.

**OUR SOLUTION → A Speed-Dating Style Induction Session**

# How We Did It: The Speed-Dating Setup

## Pre-Session Survey

41 FY1s completed pre-survey rating: peer knowledge, comfort asking for help, feeling supported & confidence about first rotation (all /5)

## Speed-Dating Rotations

41 FY1s rotated through structured paired conversations using postcard prompts - 4 mins per pair, then rotate

## The Postcard Activity

Each FY1 completed a personalised postcard for their pair

## Post-Session Survey

Quantitative scores (pre/post comparison) plus thematic analysis of free-text reflections on experience

**What are you hoping to  
gain from your FY1 peers  
this year?**

# What Do FY1s Want From Their Peers?

## Emotional & Peer Support

64%

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*"Support each other + cry together"*

*"A good support network to make shifts easier"*

*"Support through the harder moments"*

## Friendship & Community

59%

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*"Friends and a community"*

*"Sense of belonging"*

*"A good team atmosphere"*

## Clinical Learning

10%

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*"Learn as much as possible and feel more confident"*

*"Advice when needed"*

*"New perspectives"*



# The Postcard Activity

Known as:

Full name:

Rotations this year:

What do you do to relax outside of work?

Where in the world would you most like to visit and why?

What you're most looking forward to this year:

What you're most worried about this year:

An interesting fact about you:



University:

Career aspirations:

# The Postcard Activity

*Meet the FY1s — in their own words (and artistic style)*



# The Postcard Activity

Known as: [redacted]

Full name: [redacted]

Rotations this year:

T&O / AM / GERIATRICS

What do you do to relax outside of work?

*Exercise, family, tennis*

Where in the world would you most like to visit & why?

*Indonesia / Thailand - SEA.*

What you're most looking forward to this year:

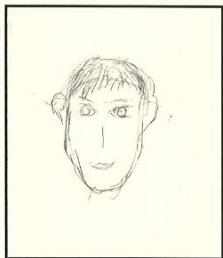
*Actually making a difference and learning*

What you're most worried about this year:

*Being incompetent*

An interesting fact about you:

*Used to be in a band, drummer  
3 years*



University:

UCh

Career aspirations:

General surgeon

Known as: [redacted]

Full name: [redacted]

Rotations this year:

Gen Surg / GenS / Endo

What do you do to relax outside of work?

*Pottery - mugs, bowls, bowlkery, cycling*

Where in the world would you most like to visit & why?

*North California / Canada*

What you're most looking forward to this year:

*Meeting new people, getting to gaps  
being a doctor*

What you're most worried about this year:

*Making mistakes*

An interesting fact about you:

*Taekwondo instructor*



University:

St George's

Career aspirations:

GP (Headache  
medicine)

**What are you most  
looking forward to this  
year?**

# What you're most looking forward to this year

What you're most looking forward to this year:

*Actually making a difference and learning*

What you're most worried about this year:

What you're most looking forward to this year:

*£££! Using my degree*

# What you're most looking forward to this year

What you're most looking forward to this year:

"Contributing in a real way"

What you're most looking forward to this year:

Contributing to team, meeting new people

What you're most worried about this year:

Unive

# What you're most looking forward to this year

What you're most looking forward to this year:

making friends w/ FLS.

What you're most looking forward to this year:

Meeting new people

# What you're most looking forward to this year

What you're most looking forward to this year:

Becoming a more competent doctor

What you're most looking forward to this year:

Being more competent

What you're most looking forward to this year:

Looking forward to gaining confidence

What you're most looking forward to this year:

Feeling more confident as a doctor

What you're most looking forward to this year:

Becoming more competent + independent

What you're most looking forward to this year:

Building confidence

# What you're most looking forward to this year

What you're most looking forward to this year:

*making money*

What you're most looking forward to this year:

*Making money \$\$*

What you're most looking forward to this year:

*\$\$\$! Using my degree*

What you're most looking forward to this year:

*getting paid*

What you're most looking forward to this year:

*Getting paid! "*

What you're most looking forward to this year:

*Getting paid*

What you're most looking forward to this year:

*getting paid \$\$\$*

**What are you most  
worried about this year?**

# What you're most worried about this year

What you're most worried about this year:

Prescribing.

What you're most worried about this year:

Procedures.

# What you're most worried about this year

What you're most worried about this year:  
being responsible for peoples lives .

# What you're most worried about this year

What you're most worried about this year:

on-calls

What you're most worried about this year:

starting on-call

# What you're most worried about this year

What you're most worried about this year:

being alone

What you're most worried about this year:

Benji alone in hospital.

What you're most worried about this year:

~ feeling isolated

# What you're most worried about this year

What you're most worried about this year:

Over worked

What you're most worried about this year:

Work-life balance

What you're most worried about this year:

Overthinking

An interesting fact about you:

What you're most worried about this year:

Burning out

# What you're most worried about this year

What you're most worried about this year:

Being quizzed by surgeons

What you're most worried about this year:

Bullying by Consultants.

# What you're most worried about this year

What you're most worried about this year:

*Not knowing what I'm doing*

What you're most worried about this year:

*Being quite overwhelmed, not knowing what to do*

What you're most worried about this year:

*Not knowing anything*

What you're most worried about this year:

*Not knowing how to care for a patient*

What you're most worried about this year:

*Being incompetent*

What you're most worried about this year:

*not knowing enough*

An interesting fact about you:

What you're most worried about this year:

*Being incompetent. Embarrassing myself.*

# What you're most worried about this year

What you're most worried about this year:

Making mistakes

What you're most worried about this year:

Embarrassing myself, making a mistake

What you're most worried about this year:

Mistakes

What you're most worried about this year:

Messing up

What you're most worried about this year:

Making mistakes

What you're most worried about this year:

making mistakes

What you're most worried about this year:

Messing things up

What you're most worried about this year:

making a mistake, embarrassing himself

What you're most worried about this year:

Killing someone

# In Their Own Words: Hopes & Worries

## MOST LOOKING FORWARD TO

**Confidence / Competence (46%)**

**Financial reward (27%)**

**Social Connection (20%)**

**Finishing F1 (12%)**

## MOST WORRIED ABOUT

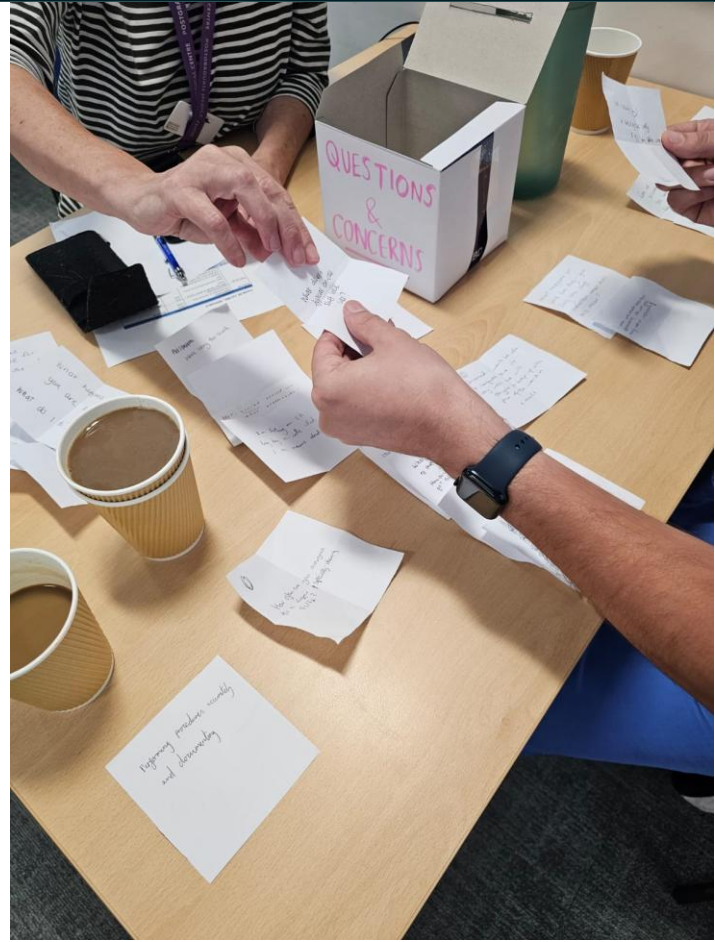
**Making a mistake (27%)**

**Not knowing enough (22%)**

**Burnout / Work-life balance (10%)**

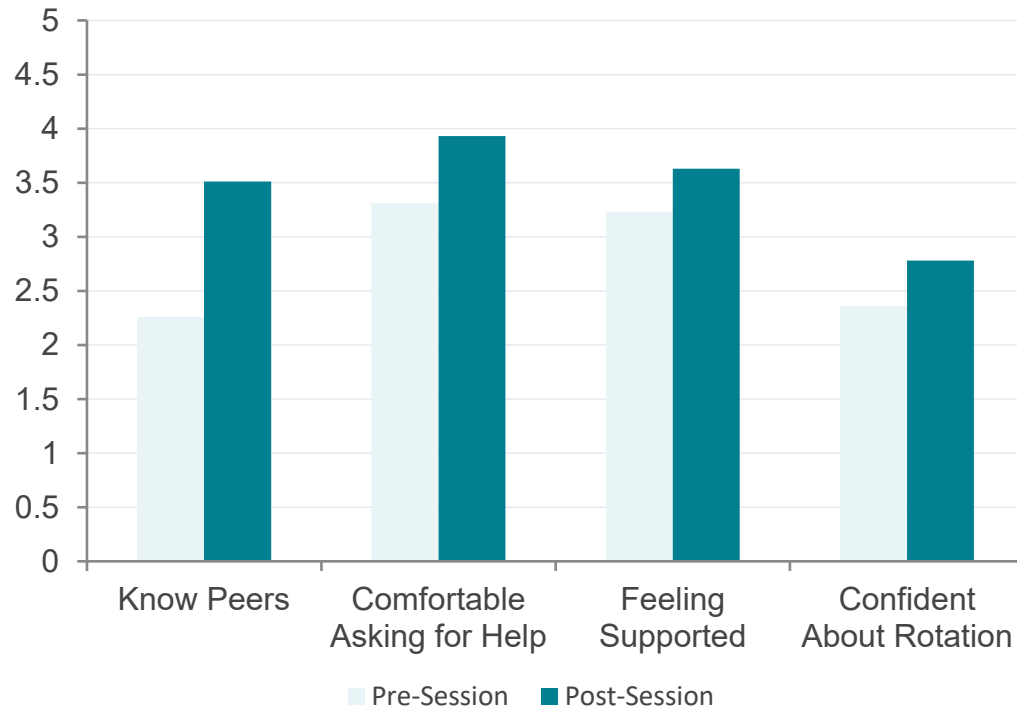
**Feeling isolated (7%)**

# Questions & Concerns Box



# Results

Pre → Post Session Scores (out of 5)



3.8/5

Strengthened connection with F1 peers

4/5

Usefulness

41

FY1s participated

# Results: What They Actually Said

## THEME 1: NORMALISATION OF SHARED ANXIETY

*"We are all in the same boat, excited but nervous"*

*"Everyone has the same concerns as me – really reassuring"*

*"Nice to hear everyone is anxious about working & in the same boat"*

## THEME 2: PLAYFUL ENGAGEMENT

*"Fun way to break the ice – very cute and funny"*

*"I thought it was brilliant – I wish we had more time!"*

*"Great way to ease concerns. Guided prompts really helped."*

## THEME 3: LOGISTICAL / PRACTICAL INFORMATION

*“Rotations of people and who we’re working with”*

# How Could This Grow?

*Future directions & expansion ideas*

## What FY1s Asked For

*"Make it longer so we can meet everyone"*

*"Group discussions to know more at once"*

*"More non-medical questions"*

*"Breaks every 3 rounds"*

*"Two rows so it's less loud"*



**Extend the  
Time**



**Roll Out  
Across Sites**



**FY2  
Mentorship  
Links**



**Senior  
Involvement**



**Mid-Year  
Check-In**



**Longitudinal  
Evaluation**

# Takeaways

Peer Support from Day 1



Measurable Gains



Low Cost, High Impact



Scalable & Adaptable



# Thank You!

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## Any Questions?

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