

Coaching Residents: Competencies and Insights From Professional Coaches



Speakers: Please reach out with any questions!

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Guest Speaker:

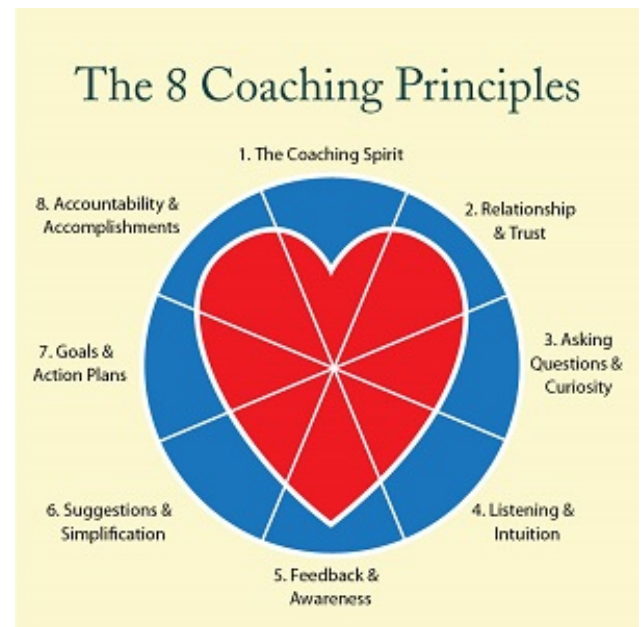
Bryan Fetzer: UVA Director of Track and Field and Cross Country and Head Coach

Rationale:

Sports analogies permeate medicine: visualization, muscle memory, etc. “Coaching” is a valuable construct for learner development in medical education. By recognizing there are many types of coaches, we hope to take advantage of the skills of the entire residency education team.

Key Coaching Principles¹ To Include in your Program:

1. The Coaching Spirit: believe in you and your learners
2. Seek Accountability and Accomplishments
3. Build Relationships and Trust
4. Set Goals and Action Plans
5. Offer Suggestions and Simplifications
6. Embrace a Feedback Culture
7. Listening and Intuition: be present, don't judge
8. Ask Questions to get answers, and encourage Curiosity to ignite the spirit



Further Reading:

1. Jack Canfield: “The Coaching Spirit: 8 Principles for Coaching Success.” JackCanfield.com, 2017. www.jackcanfield.com/blog/the-coaching-spirit-8-principles-for-coaching-success/
2. Deiorio NM, Carney PA, Kahl LE, et al. Coaching: a new model for academic and career achievement. *Med Educ Online*. 2016;21(1):33480.
3. Gazelle G, Liebschutz JM, Riess H. Physician Burnout: Coaching a Way Out. *J Gen Intern Med*. 2014;30(4):508-13.
4. Gifford KA, Fall LH. Doctor Coach: A Deliberate Practice Approach to Teaching and Learning Clinical Skills. *Academic Medicine*. 2014; 89(2): 272-276.



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5. Marcdante K, Simpson D. Choosing When to Advise, Coach, or Mentor. *Journal of Graduate Medical Education*. 2018; April:227-228.

