

**Title:** A Coaching Program Designed to Decrease Burnout and Increase Success in General Surgery Interns

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### **Introduction**

Residents suffering from burnout are less likely to excel in training and more likely to experience adverse outcomes such as attrition, depression, and professionalism concerns. The Accreditation Council for Graduate Medical Education (ACGME) encourages the use of individualized learning plans (ILPs) by all residents, however, they rarely incorporate well-being practices into daily professional life. We seek to develop, implement and assess the impact of a proactive well-being-based coaching program for a large residency program.

### **Program Design**

In July 2020, a one-year intern coaching program was implemented at the University of Colorado School of Medicine General Surgery program. The goal of the program is to increase resident well-being and performance success. The program utilizes three elements: 1) the use of validated self-assessment tools to enhance self-knowledge (VIA Character Strengths Survey, Dweck's Growth Mindset Scale, Grit Scale, Self-compassion Scale, Physicians Well-being Index and a nonproprietary single item burnout question), 2) a longitudinal coaching program that includes a group workshop and 1 on 1 coaching sessions throughout the academic year, and 3) use of proactive learning plans utilizing SMART goals for short and long term success.

### **Evaluation Methods:**

To measure success of the program we will: 1) track participation in all program elements, 2) compare pre and post self-assessment scores, 3) compare in training exam scores to years prior, and 4) conduct an anonymous voluntary online survey of participants as well as a 90 minute focus group of 6-8 interns to gather data related to perceived usefulness of the tools and other elements of the coaching program.

### **Potential impact:**

The program may serve as a model for other graduate medical education programs to equip residents with skills to help them thrive in residency. Ongoing evaluation and improvement will be necessary to improve efficiency and effectiveness in a sustainable way.