



# A Coaching Program to Decrease Burnout and Increase Success in General Surgery Interns

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## Introduction

- Compared to age matched peers, residents are more likely to experience burnout
- The current GME educational strategy focuses on the six core competencies with faculty directed mentorship
- Learner-centered coaching is a shift towards a more individualized, proactive strategy to foster growth and skills necessary for lifelong learning and improvement (Figure 1)
- Coaching also identifies deficits to address them early on, mitigating remediation need

## Program Description

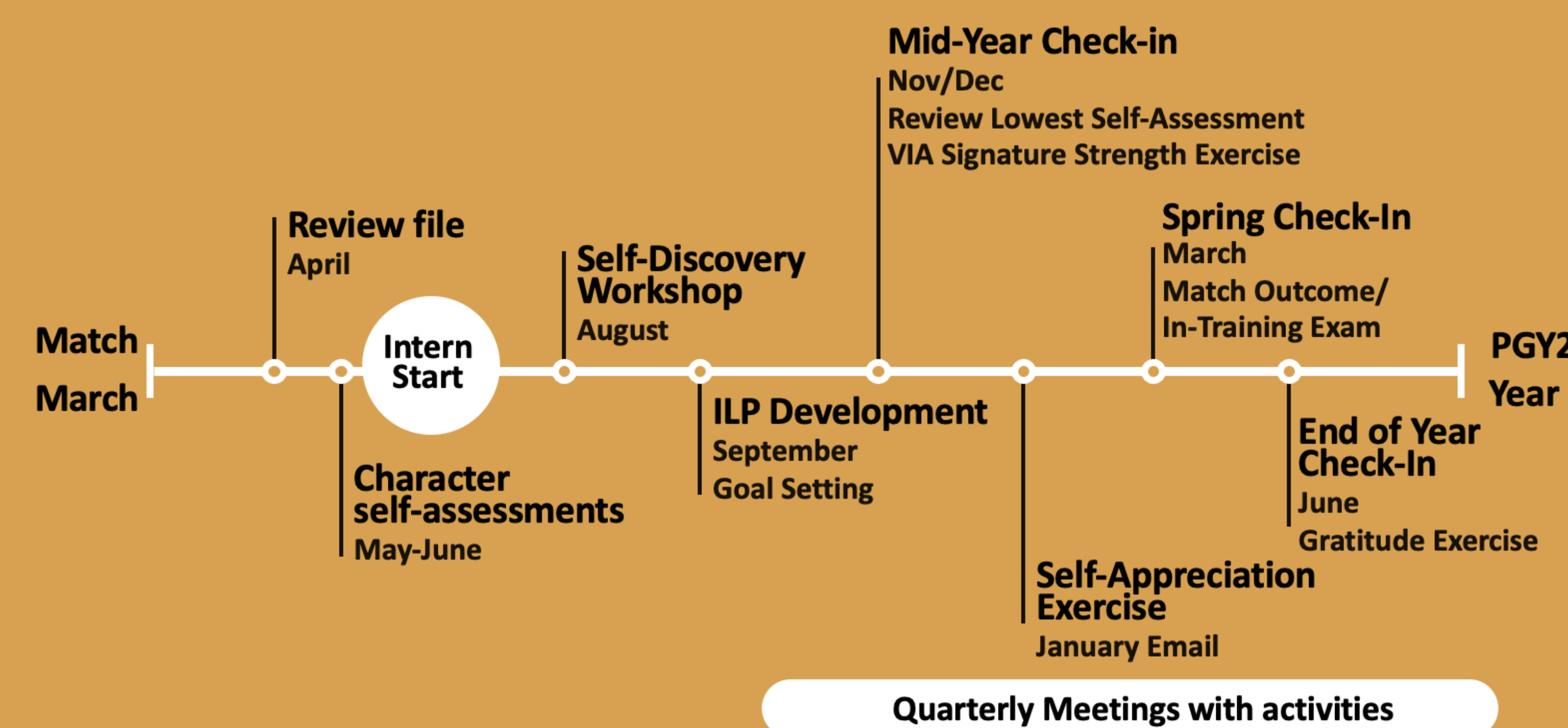
- In July 2020, a one-year intern coaching program was implemented at the CUSOM General Surgery program with two aims:
  - Increase resident well-being
  - Improve overall performance in training
- This faculty-led, learner-centered coaching program promotes a growth mindset in trainees, encourages vulnerability, resilience, and self-compassion, among other skills to promote wellbeing and minimize burnout

## Program Description

Figure 1: Learner-Centered Coaching



Figure 2: Coaching Program Timeline



## Program Elements

- The use of validated self-assessment tools to enhance self-knowledge (self-compassion, well-being, burnout, grit, mindset, character strengths)
- A longitudinal coaching program that includes a group workshop and 1-on-1 coaching sessions throughout the academic year (Figure 2)
- Use of proactive learning plans utilizing SMART goals for short and long-term success

## Program Evaluation

- Track participation, in-training exam scores, and compare pre/post self-assessment scores
- Anonymous survey of participants perception
- 90-min focus group to understand perceived usefulness of elements of the coaching program
- Ongoing evaluation will improve efficiency and effectiveness moving forward

## Potential Impact

- This is a novel and uniquely learner-centered longitudinal coaching program tailored for general surgery interns.
- Our pilot may serve as a model for other training programs