



Better Together Physician Coaching

A Novel, Online Group Coaching Program to Mitigate Trainee Burnout

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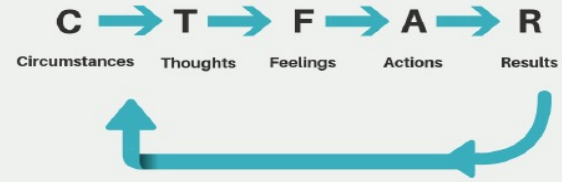
Trainee
Burnout is a
huge, vague
problem,
without a clear
solution.



One innovative
solution to
medical culture
is professional
coaching.

Baseline data of the female CU residents who enrolled in our coaching program

12/2020:



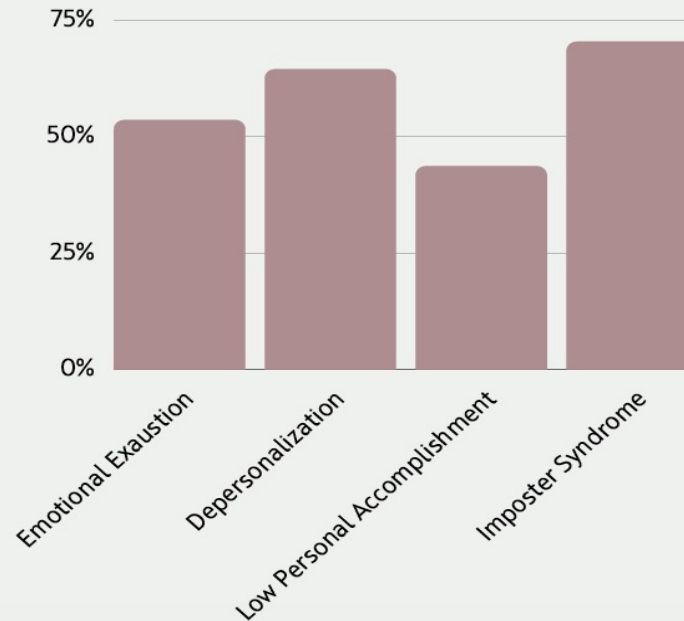
RESULTS

101 PARTICIPANTS.
PRE-SURVEY RESULTS SHOW:

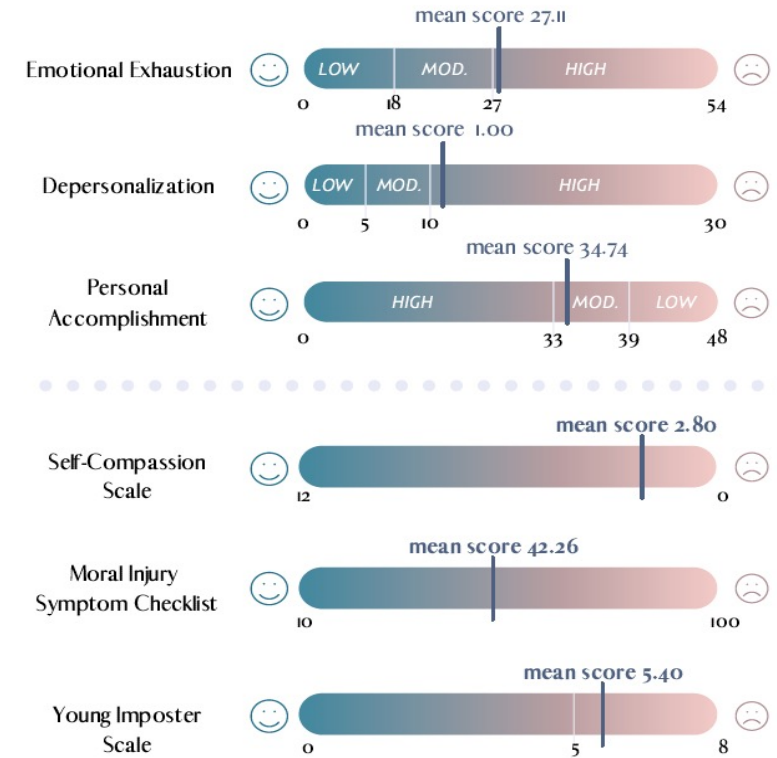
- BURNOUT
- LOW SELF-COMPASSION
- HIGH IMPOSTER SYNDROME
- MODERATE MORAL INJURY.



Participants with High Scoring Results (%)



Maslach Burnout Inventory



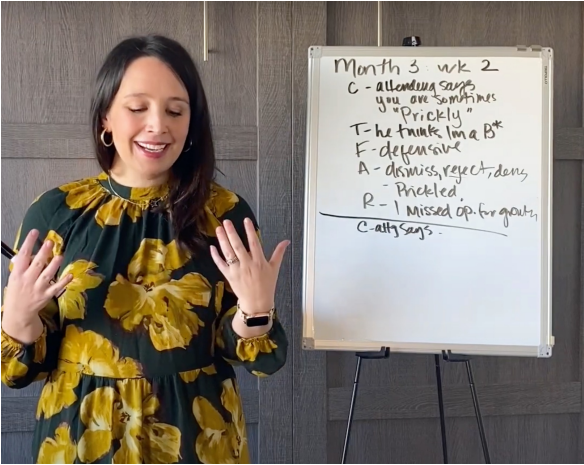
Better Together: Program Details

Mindset Worksheet

This worksheet is a tool to help you identify where you are on the mindset continuum. Review the items on the mindset continuum. In each row, circle (or make a note) of where you are in that row. Do you tend towards a fixed or growth mindset? Let's explore below.

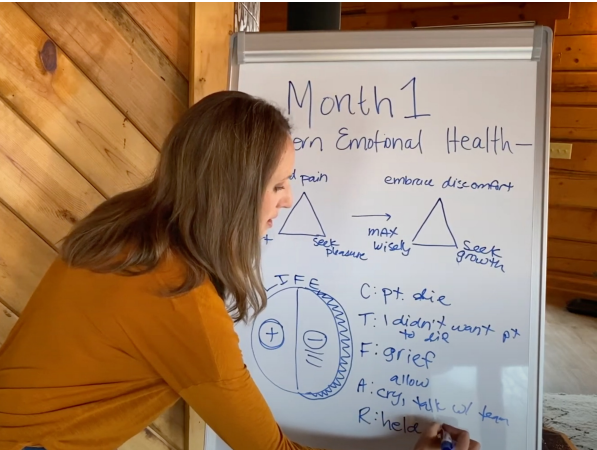
Bring anything that comes up to *Ask for Coaching*.

In what areas of your life do you hold a fixed mindset? Write down as many beliefs about your self as you can (ex: "I am not good at sports", "I'm not competitive enough for that specialty"). Write down all the reasons you hold yourself back.



- [DASHBOARD](#)
- [INTRODUCTION/PREPARATION](#)
- [ASK FOR COACHING](#)

In what areas of your life do you hold a growth mindset? Write down as many examples as you can think of. (ex. "I seek constructive feedback to improve my soccer performance", "It takes effort and time to learn new things at work, and I know I won't do it perfectly the first time").



Negative feedback

I received some negative feedback on a rotation I was on over a year ago (!) that I felt was totally untrue. The evaluator said I was "below expectations" in three areas. My evaluator did not have the courage to tell me this feedback in person; in fact, I left our in-person feedback session feeling that I was doing a good job. I read this on a written evaluation and was completely blindsided. This is one of several instances where I felt my feedback was myopic, incomplete, upsetting, or all three. I'm not sure how much stock I should place in these evaluations. I tend to forget or downplay the positive feedback I receive and persevere on the negative feedback. I have learned to let go of some feedback, but it still hurts because I feel that the 10 things I do right go unnoticed to the 1 thing I do wrong (for example, I got negative feedback that I forgot about pseudohyponatremia, when my responsibilities as a senior reached far beyond this and I felt I was doing a good job). This leads me to reject feedback that I don't agree with.

Topics:

Month 1: Introduction to the Thought Model (CBT/ACT based)

Month 2: Goals, Values and Purpose

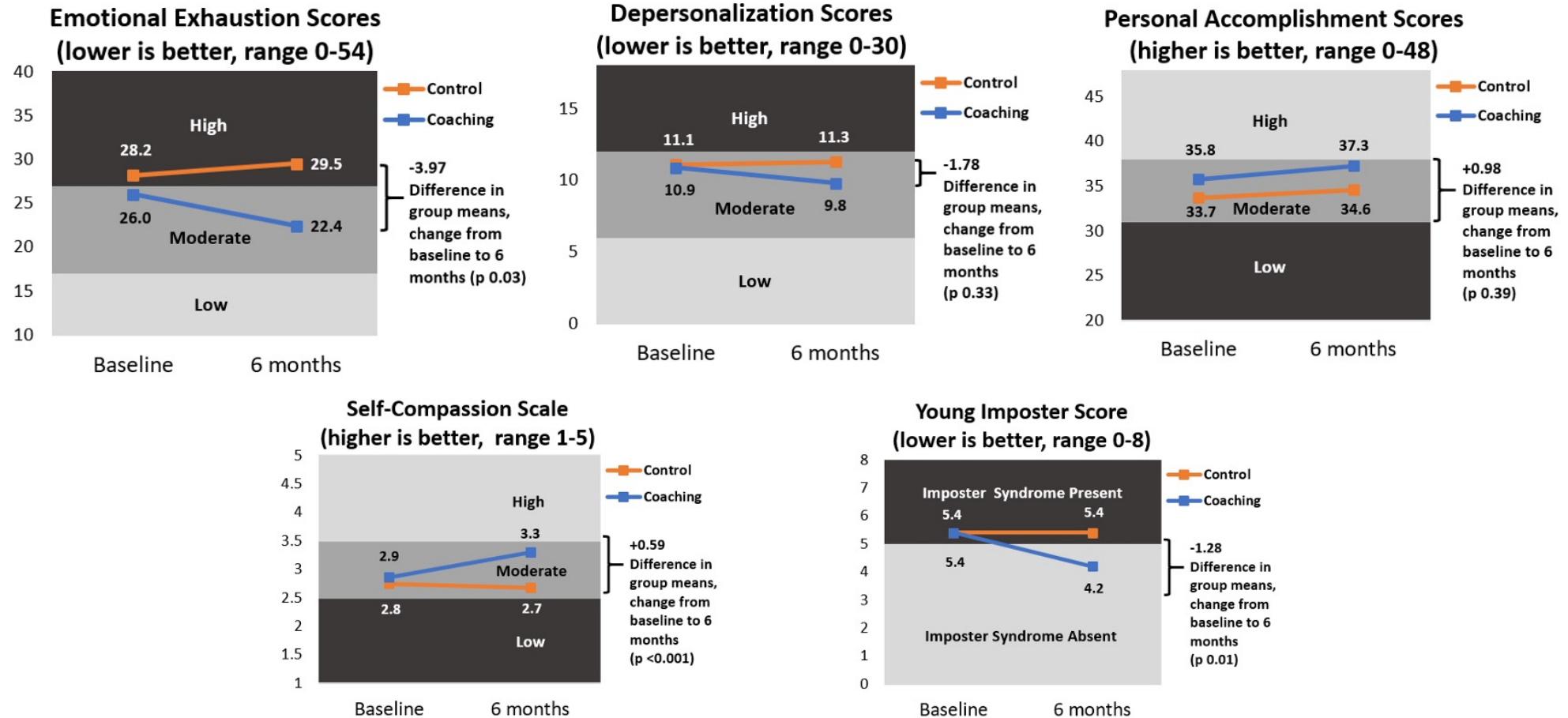
Month 3: Feedback, Growth Mindset

Month 4: Imposter Syndrome, Approval Addiction

Month 5: Confidence and Transitions

Month 6: The New You- launching into life

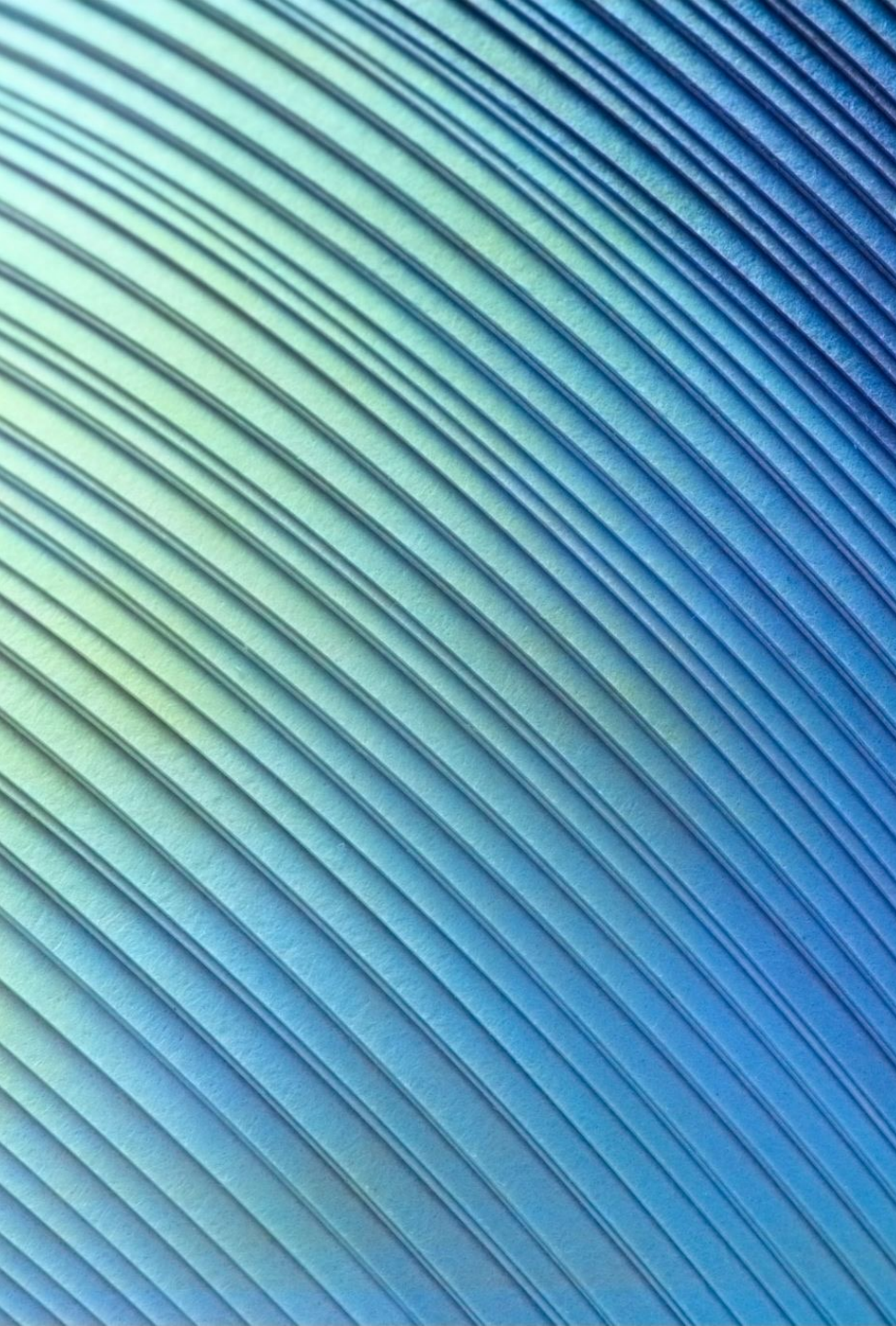
Better Together Pilot Study Results





Better Together Impact: SCALABILITY

- Given the asynchronous group coaching model, we have learned that we are equipped to handle 10-20x the volume of participants.



Future Plans:

2022: 20 institutions across the country

- Plan, implement, and study a feasible and generalizable model of web-based group life coaching for physician trainees.

