**BACKGROUND**

- Burnout is a huge problem in medical training, disproportionally affecting women.
- 1:1 Professional life coaching supports physician well-being, resilience, & burnout, but relies on substantial faculty development and coordination.
- We created Better Together Physician Coaching (BT): a 6-month, web-based, positive psychology coaching program for women residents at the University of Colorado (CU) with the primary aim to decrease burnout.

**METHODS**

Qualitative evaluation of BT: 17 participant interviews

Inductive and Deductive Analysis

Rapid Domain Analysis

Open Coding & Full Coding until thematic saturation followed by a member check.

**FINDINGS/THÈMES:**

- **COMMUNITY**
- **META-COGNITION AS A TOOL FOR HEALTHY COPING**
- **CUSTOMIZABLE EXPERIENCE**
- **RELATIONSHIPS**
- **BURNOUT**
- **SELF-COMPASSION**
- **PERFECTIONISM/IMPOSTER SYNDROME**
- **SENSE OF COMMUNITY**
- **SHARED EXPERIENCES**
- **ASYNCHRONOUS**
- **ANONYMOUS**
- **MULTIMODAL**
- **FLEXIBLE**
- **SELF-PACED**

**INTERVENTION**

6-month access to BT from 1/2021-7/2021 which gave access to coaching in three ways:

1. Live Coaching: Twice weekly group coaching calls on zoom.
2. Self-study: 25 weekly worksheets around coaching themes for reflective metacognition.
3. Anonymous written coaching posted on the secure, members only BT website.

**DISCUSSION**

- After participating in the Better Together program, participants experienced direct improvement in their wellbeing.
- Through the qualitative analysis, we learned the true depth and personalized impact BT has.
- Participants felt that the program improved burnout, self-compassion, imposter syndrome, and relationships by providing a metacognitive coaching tool for reframing and empowerment.
- The multi-modal program matches the complexity of trainee schedules while creating space for improving personal wellness.

**NEXT STEPS**

- Scale up- national trial 2022
- 10+ GME programs with 1000+ trainees
- Train coaches in GME-specific techniques and create CU Coaching Institute