

## BACKGROUND

- Burnout is a huge problem in medical training, disproportionately 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.

## 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.

## 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/THEMES:



### METACOGNITIVE COACHING TOOL FOR HEALTHY COPING

The coaching model taught participants a tangible way to reframe thoughts and implement change:

*"Having this framework helps [me be] more equipped when there's something tough that comes up."*

*"[BT] has cleared up a lot of space in my head that was taken up by worrying and lack of confidence. I used to spend so much time being insecure... but now I'm able to quiet down some of those thoughts so that I have a little bit more time for research or fun things at home, and also just have a clearer head space for my partner so I'm not so fixated on work and worrying. Taking that power back and realizing that my experience is dictated by me regardless of what circumstance I'm in. That's, like, a huge breakthrough."*

### COMMUNITY

Participants felt seen and had their thoughts normalized through the BT community:

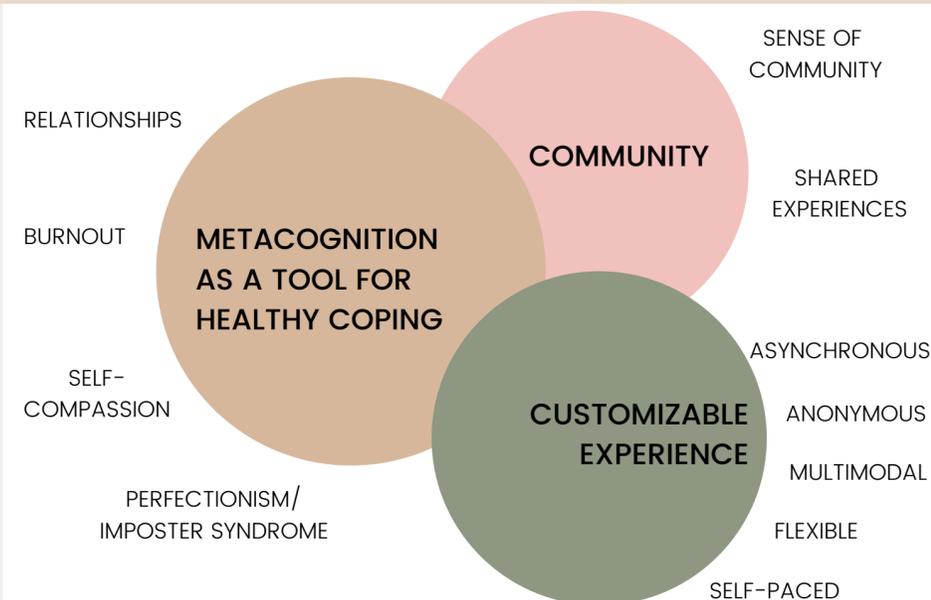
*"I'd say that was a huge strength, [...] just being among other physicians who were going through similar things and recognizing that I was not alone."*

*"It was helpful to look around and be like: 'Oh, there's all these amazing women who are awesome doctors who also feel all the same things in this...'"*

### CUSTOMIZABLE EXPERIENCE

Trainees appreciated the individualized approach that easily worked into their nuanced schedules:

*"Access and availability...if I was in an inpatient rotation where I just was not free by the time it started, I could go back and listen to the sessions later. I read through some of people's coaching requests. I was like, 'Oh, yeah. This is useful for me, too,' in addition to other curriculum that you can go at your own pace for."*



## 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