SELF-DISCOVERY, GOAL SETTING AND PROACTIVE LEARNING PLANS

Coaching for Long Term Success

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Goals & Objectives

1. Explain the role coaching plays in GME training and how it differs from mentorship
2. Describe the application of character self-assessment tools for trainees
3. Review a pilot coaching program implemented at CUSOM General Surgery program
4. Summarize challenges faced thus far and implications for the future
Current Strategy

Competency Based

- Professionalism
- Patient Care and Procedure Skills
- Interpersonal & Communication Skills
- Medical Knowledge
- Systems Based Practice
- Practice Based Learning & Improvement
Advisor, Mentor, Coach

Advisor
1. Faculty dominated
2. Learner comes with questions
3. Specific to moment/time

Mentor
1. Faculty directed
2. Skill/knowledge based
3. Advice comes from experience
4. Both benefit

Coach
1. Learner dominated
2. Personal development
3. Faculty as listener
4. Non-evaluative
5. Collaborative

Why does this matter?

**ACGME Requirements**

**Practice Based Learning and Improvement**
...self-evaluation and life-long learning

**ACGME Learning Plan Requirements**
...assist residents in developing individualized learning plans to capitalize on their strengths and identify areas for growth

**Professional Development**
...emphasizes joy in curiosity, problem solving, academic rigor, and discovery.
Why does this matter?

**Individual Struggles**

15% ACGME Competencies

45% Burnout

20% Well-being


Why does this matter?

**General Surgery**

ACGME COMPETENCIES

31%

BURNOUT

69%


Tools and Concepts

Character Strengths
“Character strengths are the positive parts of your personality that make you feel authentic and engaged.”

GRIT
“...passion and sustained persistence applied toward long-term achievement, with no particular concern for rewards...”

Self-Compassion
“...being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain...”

Mindset
“...most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point.”

Well-being
“The first step in addressing physician distress and improving well-being is to measure the current state...”

PERMA
“Well-being cannot exist just in your own head...it's a combination of feeling good as well as actually having meaning, good relationships and accomplishment.”
“real change, enduring change, happens one step at a time”

-ruth bader ginsburg
CUSOM Surgery Pilot Coaching Program

- Match March
- Intern Start August
- Review file April
- Character self-assessments May-June
- Self-Discovery Workshop August
- ILP Development September
  - Goal Setting
- Mid-Year Check-in Nov/Dec
  - Review Lowest Self-Assessment
  - VIA Signature Strength Exercise
- Spring Check-In March
  - Match Outcome/In-Training Exam
- End of Year Check-In June
  - Gratitude Exercise
- Self-Appreciation Exercise January Email
- Quarterly Meetings with activities
- PGY2 Year
General Surgery Pilot Coaching Program

- Assessment for Red Flags and Paired with Coach
- Character Self-Assessments
- Self-Discovery Workshop
- Quarterly coaching meetings and check-ins
- Reflection and Re-assessment
Assessment for Red Flags and Paired with Coach

Program Application
Step scores, UME transcript, course failures or repeats, self-disclosure of medical needs

Self-Assessment Tools
High risk answers (i.e. extreme low well-being)

Coach Pairing
Even distribution of categorical, designated preliminary, non designated preliminary
General Surgery Pilot Coaching Program

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Self-Discovery Workshop

Review of Self-Assessments
Provided with personal data, introduction to instruments

Small Group Interactive Lectures
Vulnerability, Self-compassion, Grit, Growth mindset

Chief Panel
Chief resident panel about success and struggles
Support System
- Who they identify as part of their support system

Well-being/Self Care Plan
- One thing to do to support well-being and help prevent burnout

Competing Demands
- Balanced plan of action

Three strengths
- Can come from character self-assessments, clinical assessments or self-disclosure

Three areas for improvement
- With a SMART plan of action for each

Long term goals
- 5 and 10 year goal to help build the beginning of a portfolio

General Surgery Pilot Coaching Program

- Assessment for Red Flags and Paired with Coach
- Character Self-Assessments
- Self-Discovery Workshop
- Quarterly coaching meetings and check-ins
- Reflection and Re-assessment
1/ ILP creation and goal setting

2/ Review Lowest Self-Assessment Score
   - Reflection
   - Action Plan
   - Utilize VIA Strengths

3/ Milestones and Mentorship Identification
   - Match results
   - In-Training exam results
   - Mentor identification and handoff

4/ Intern Capstone
   - Letter of Gratitude
   - Reflection on year
   - Goals for Future
   - Repeat self-assessment

Quarterly Meeting Content and Exercises
Additional Check Ins

Strengths and Self-Appreciation Exercises
Signature strengths, incorporation of mindful practice, daily gratitude exercise, share with coaches

Additional Ad Hoc Coach meetings
Email v. zoom, for interns with identified additional needs, interview prep, extra support

Final Mentor Handoff
Identification and recruitment of mentorship for subsequent years, faculty training and development
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  - March

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  - August

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  - May-June

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  - April

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  - September

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  - January Email

- **PGY2 Year**

**Quarterly Meetings with activities**
Challenges Thus Far

- COVID-19/Zoom
- Large program
- Scheduling can be difficult
- Faculty Development
- Buy in from those who are most at risk can be low
- Rely on character assessment and self-disclosure
“2021

“I look back at the beginning of the year and can’t believe I have come so far.”

“I know I am going to be better prepared than my peers as a PGY2.”

“[This] intern mentorship program is fantastic. My coach... is awesome.”
"Begin with the end in mind."

STEPHEN COVEY, 1989
Thank you to everyone who made this program possible!
Please evaluate today’s session and sign up for CME credits here:
References

- Physician Well-being Index: [https://www.mywellbeingindex.org/versions/physician-well-being-index](https://www.mywellbeingindex.org/versions/physician-well-being-index)
- Self-Compassion Scale: [http://self-compassion.org/test-how-self-compassionate-you-are/](http://self-compassion.org/test-how-self-compassionate-you-are/)