



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





# Coaching





# 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

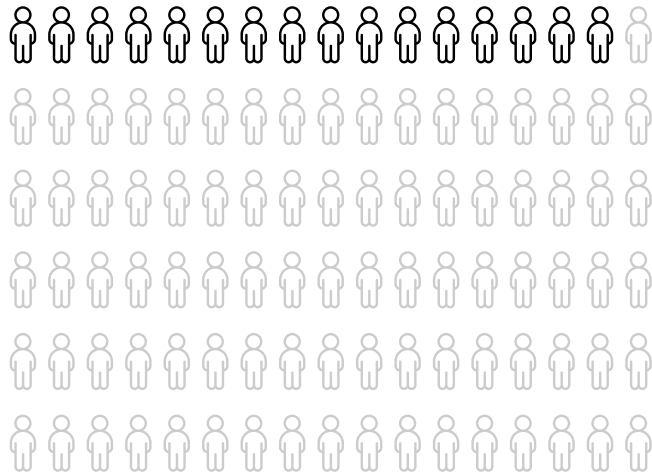
### Professional Development

...emphasizes joy in curiosity, problem solving, academic rigor, and discovery.

# Why does this matter?

## Individual Struggles

15%



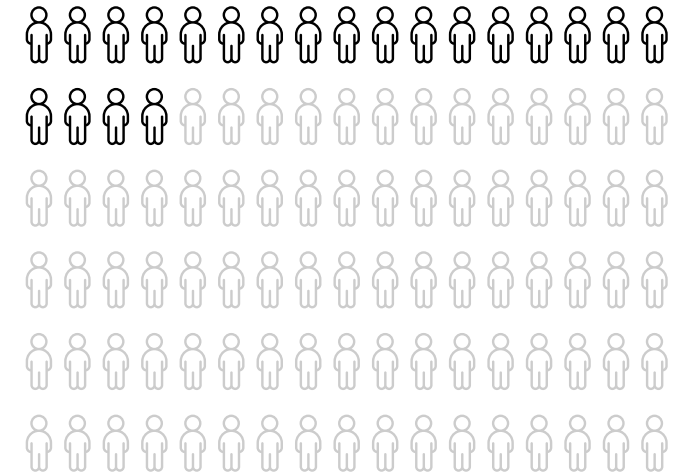
ACGME  
Competencies

45%



Burnout

20%



Well-being

# Why does this matter?

## General Surgery

31%



ACGME COMPETENCIES

69%



BURNOUT



TIME MANAGEMENT  
GROWTH MINDSET  
SELF-COMPASSION  
21ST CENTURY MINDSET  
VULNERABILITY  
GRIT  
EMOTIONAL INTELLIGENCE  
COLLABORATION  
SELF AWARENESS  
CURIOSITY  
EMPATHY  
PRIOR KNOWLEDGE

# 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

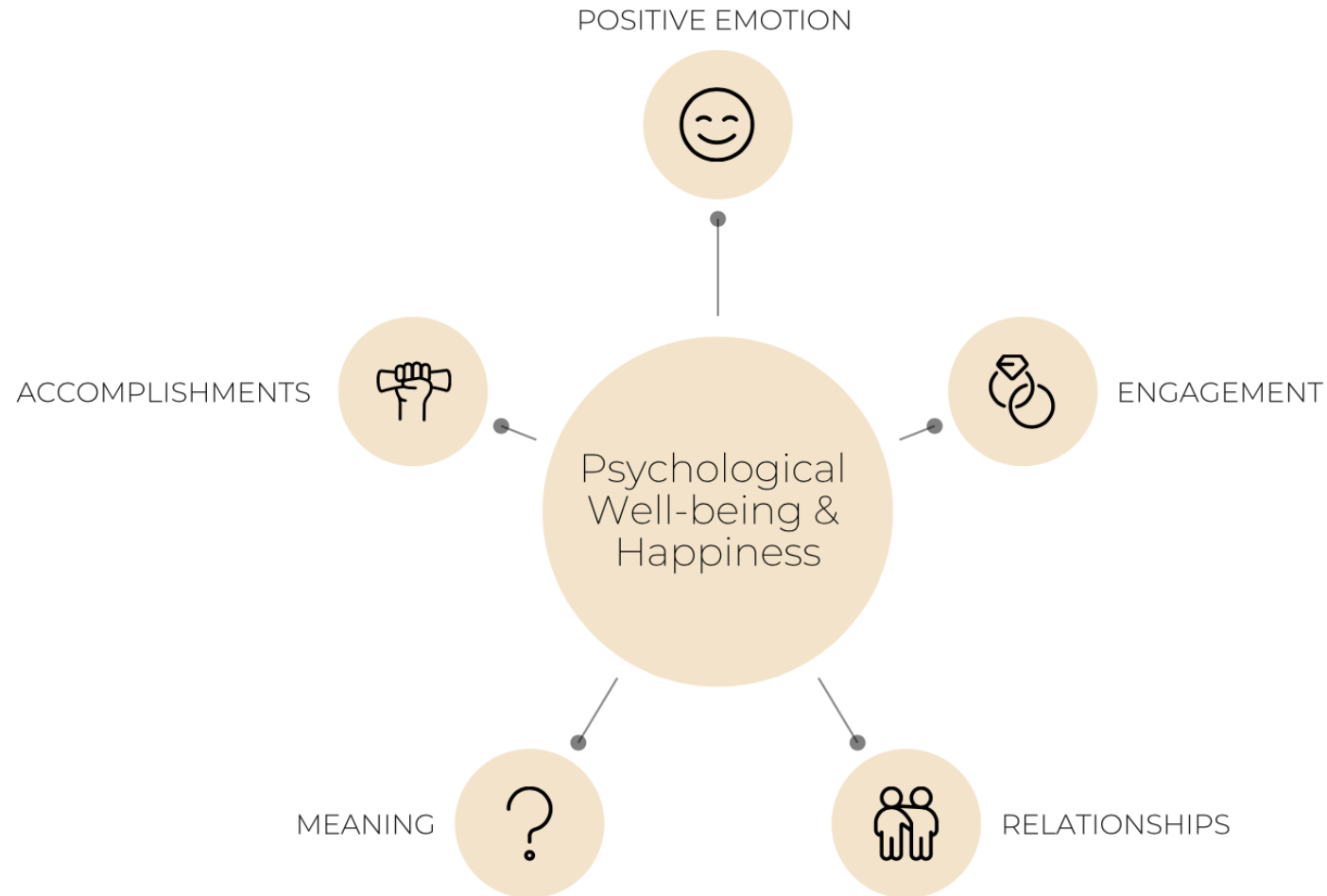
“The first step in addressing physician distress and improving well-being is to measure the current state...”

## 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.”

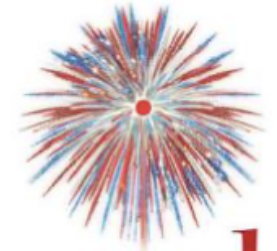


# PERMA



"A compelling view of a positive human future, for individuals, corporations, and nations, brilliantly told." —Tony Hsieh, author of *Delivering Happiness* and CEO of Zappos.com, Inc.

A Visionary New Understanding  
of Happiness and Well-being



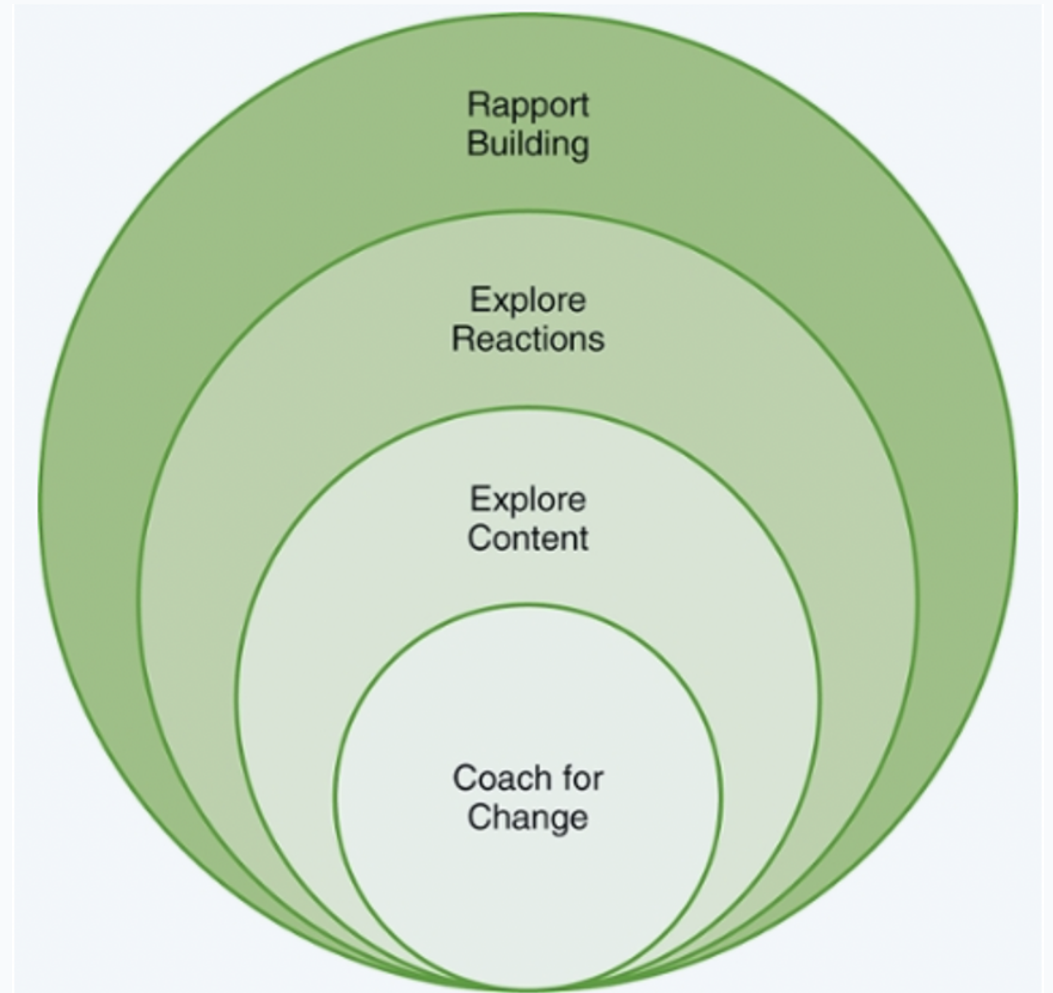
# Flourish

MARTIN E.P.  
SELIGMAN

BESTSELLING AUTHOR OF  
*AUTHENTIC HAPPINESS*

“real change,  
enduring  
change,  
happens  
**one** step  
at a time”

-ruth bader ginsburg





# CUSOM Surgery Pilot Coaching Program



# General Surgery Pilot Coaching Program





# 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







# 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

# Individualized Learning Plan



## 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

1.Maggie Challis (2000) AMEE Medical Education Guide No. 19: Personal learning plans, Medical Teacher,22:3, 225-236, DOI: 10.1080/01421590050006160

2.Sargeant J, Lockyer JM, Mann K, Armson H, Warren A, Zetkulis M, Soklaridis S, Königs KD, Ross K, Silver I, Holmboe E, Shearer C, Boudreau M. 3. The R2C2 Model in Residency Education: How Does It Foster Coaching and Promote Feedback Use? Acad Med. 2018 Jul;93(7):1055-1063. doi: 10.1097/ACM.0000000000002131.

# 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

# CUSOM Pilot Coaching Program





# 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



A photograph of a snow-capped mountain peak, likely Mount Everest, with a yellow circle and line pointing to the summit. The mountain is covered in snow and has dark rocky sections visible. The sky is a pale blue.

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!

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# **GRAND ROUNDS**

*Academy*  
**of Medical  
Educators**

Please evaluate  
today's session and  
sign up for CME  
credits here:





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- Physician Well-being Index: <https://www.mywellbeingindex.org/versions/physician-well-being-index>
- Grit Scale Quiz: <http://angeladuckworth.com/grit-scale/>
- Self-Compassion Scale: <http://self-compassion.org/test-how-self-compassionate-you-are/>