

Applying Coaching Skills to Support Learner Growth

FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Abraham Nussbaum, Professor of Psychiatry.

KEY TAKEAWAYS



Tips for leveraging coaching skills to support learners.

1

Establish a Foundation of Trust

Begin by building rapport. Clarify roles and expectations to create a space for honest dialogue. Trust is the core of effective coaching.

2

Use Structured Goal Setting

Encourage learners to set SMART goals—Specific, Measurable, Achievable, Relevant, and Time-bound. Revisit these goals regularly to track progress and adjust as needed.

3

Incorporate Regular Feedback Loops

Feedback should be timely, specific, and formative. Use models like “Ask-Tell-Ask” to promote self-reflection and shared understanding. Remember: focus on behaviors, not traits.

4

Promote Reflective Practice

Ask open-ended questions like, “What surprised you with that patient encounter?” or “What would you do differently next time?” Reflection deepens learning and builds self-awareness.

5

Document and Follow Up

Use coaching logs or portfolios to track conversations, goals, and outcomes. This helps maintain continuity and gives you the ability to demonstrate progress over time.



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[Deiorio, N, et al., Coaching a learner in medical education. 2021;96:1758](#)

