

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. tinyurl.com/FD5-Coaching

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. 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.



DIVE DEEPER

Deiorio, N., et al., Coaching: a new model for academic and career achievement (Med Educ Online 2016).

Deiorio, N., et al., Coaching a learner in medical education (Acad Med 2021).

Reynold, A. Academic coaching for learners in medical education: Twelve tips for the learning specialist (Med Teach 2020).

