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Development of a Coaching Program within a Medical School Leadership Curriculum

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Background

Coaching:

- Aids professional development
- Helps individuals grow within their leadership roles¹
- Is task focused with a set agenda²
- Has reduced burnout and encouraged wellness³

SELECT Coaching:



Problem Statement

Determine the effect that coaching has upon the class of 2019 SELECT students, in terms of providing opportunities for personal growth, professional identity formation, and future utilization.

Methods

IRB approved study
SELECT Class of 2019 recruited via e-mail

Survey:

- Statements decided by consensus
- 33 statements with 3 point Likert Scale
- Analyzed with descriptive statistics

Focus Groups:

- Script created and third-party facilitator recruited to lead
- Recorded, transcribed, and analyzed with micro-interlocutor analysis⁴

Results

Survey:

-71% respondents (32 of 45)

Statement	Agree	Neutral	Disagree
The SELECT program contributed to my professional development	29 (90.6%)	2 (6.3%)	1 (3.1%)
Individual coaching contributed to my professional development	28 (87.5%)	4 (12.5%)	0 (0%)
Group coaching contributed to my professional development	20 (62.5%)	9 (28.1%)	3 (9.4%)
Peer coaching contributed to my professional development	12 (37.5%)	7 (21.9%)	13 (40.6%)
I enjoyed the longitudinal nature of the coaching relationship	30 (93.8%)	2 (6.3%)	0 (0%)
Coaching positively impacted my wellness during medical school	27 (84.4%)	5 (15.6%)	0 (0%)
Coaching sessions became more challenging to attend each year of medical school	16 (50.0%)	8 (25.0%)	8 (25.0%)
I sought coaching encounters outside of mandatory coaching sessions	12 (37.5%)	6 (18.8%)	14 (43.8%)
I feel confident implementing coaching skills in my future work	29 (90.6%)	2 (6.3%)	1 (3.1%)
I am likely to implement coaching skills in my future work	28 (87.5%)	4 (12.5%)	0 (0%)
I am likely to seek opportunities to be coached in my future	29 (90.6%)	3 (9.4%)	0 (0%)

Focus Group:

- 17% respondents (8 of 45)
- Two groups held

Six Themes Emerged

Empowerment through SELECT and Coaching	Impact of Group Coaching
Vulnerability through SELECT and Coaching	Specific Roles: Coaching vs. Mentoring vs. Career Advising
Importance of Structure and Consistency of Coaching	Current and Future Utilization of Coaching

"SELECT like has kind of accumulated in this concept that like before I came to med school...I just wanted to be someone's doctor that was the end goal; but, I feel like everything we've learned in SELECT...has driven me to realize that like I could be a leader in the field."

"In coaching we knew the ground rules, my coach was like I'm not here, this isn't a therapy session or anything, you have to come up with these ideas yourself, I'm just here to facilitate."

Discussion

Implications

- Individual coaching has greatest impact
- Improve group and peer coaching
- Clear coaching roles
- Prepare for future utilization

Limitations

- Sample size
- Broad statements
- Unique to academic year

SELECT

- Coaching as leadership
- Professional development in health systems
- Growing emotional intelligence

Conclusions

Greatly Positive Impact:

- SELECT curriculum
- Longitudinal nature
- Individual coaching
- Desire to continue utilization

Focus Attention for Change:

- Group coaching structure
- Peer coaching framework
- Mentor and advisors
- Coach accountability

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