

# **“COACHING”**

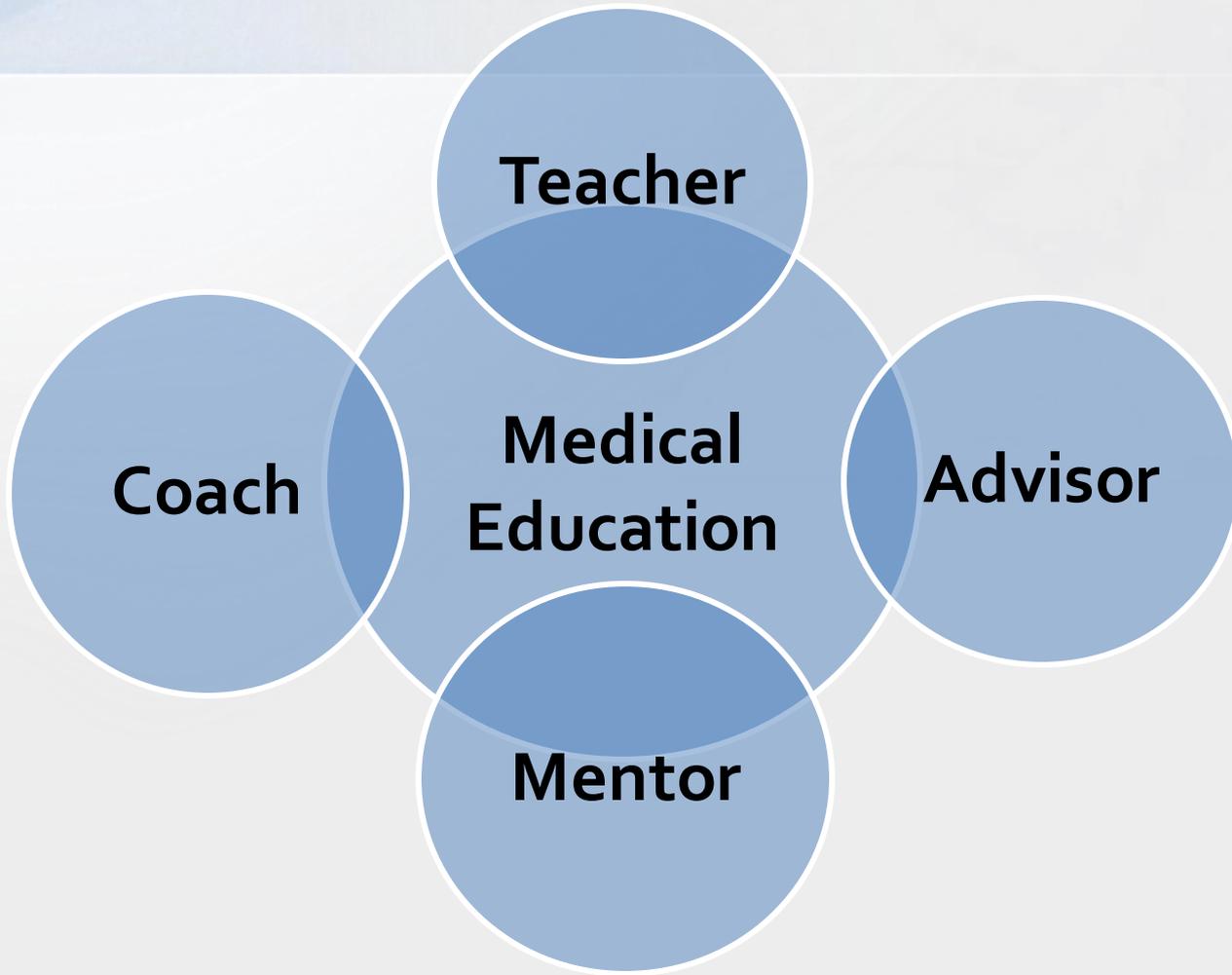
## **A New Approach to Mentor A New Generation**

Teaching & Feedback → Advising → Mentoring → Coaching

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**Teacher**

**Coach**

**Medical  
Education**

**Advisor**

**Mentor**

# Making Sense of All The Terms...

- **Teacher**
  - An expert who causes one to know something, to know how, to guide the studies, to impart knowledge, and to instruct by precept, example, or experience
- **Advisor**
  - A professional who can advise one on the pros and cons, opportunities and challenges, advantages and disadvantages for which decisions or paths to take
- **Mentor**
  - A trusted counselor guiding the professional development and leadership skills of an individual
- **Coach**
  - A private tutor who instructs and/or trains in the fundamentals, skills and intricacies to improve one's performance

# Mentoring and Advising at AACOM Educating Leaders 2018...

- Professionalism- SOME
- Remediation of Professionalism and Interpersonal Communications
- Mentoring Osteopathic Students for Success
- Clinical Mentoring
- Goal-Oriented Achievement-Focused Support Tools
- Mentoring and Advising
- Mentoring and Humanism

# WITH THE ADDITION OF COACHING...

- **MENTORING** goes beyond unprofessional to include
  - Professional Development
  - Leadership Skills
- **COACHING** goes beyond mentoring the unprofessional or struggling learner
  - Good – to – Great
  - Self awareness and assessment
  - Setting goal for oneself
  - Life-long learning
  - For all learners...

# Mentoring...

- Focus on the mentee's professionalism, professional networking, and leadership skills
- Discuss:
  - professional and unprofessional behaviors
  - Importance of self-regulation, reflection and learning
  - Promote greater initiative, independence, self-reliance
  - Teamwork and networking
  - Address fears, anxieties, low self-esteem, worries, pressures
  - Encourage original thinking and appropriate risk taking
- ***Set mentee goals, objectives, and timetables***
  - So that mentee have a professional development work plan
  - Offer guidance on professional goals and issues
  - Stimulate periodic reflection about the plan/path
  - Encourage continuous learning and self-assessment

# Coaching Strategies...

- Think “performance” and “learning coach”
- Not only the struggling learner, good-to-great
- Focus is on knowledge and skills
- Focus on the learner’s self-assessment / setting own goals
- Use strategies to develop learners’ cognitive skills:
  - Modeling
  - Reflection
- Practice ‘Self-Directed Learning’ skills regularly
  - Personal goal setting
  - Appropriate resources for ‘life-long learning’

# Global Coaching Strategies\*

- Listen/Build Rapport/Trust: in-person meetings
- Identify resistance issues (e.g. past training)
- Define clear coaching goals and timelines
- Emphasize safety (e.g. timeliness) and quality, as motivators
- Accept that cost and time may not be a motivator
- Give timely feedback
- Avoid email except for scheduling meetings
- Give rewards

***- Why might email be a problem except for scheduling?***

# Generation Differences

- **Baby Boomers (59-72)**
  - Very influenced by the culture of the 60's
  - Fought/proteted for change
  - Many 1<sup>st</sup> in family—college
  - Women in professional careers
  - Work hard, long hours – workaholics?
  - Practically no technology thru college (or beyond)
  - Optimistic – Look around / I CAN
  - Competitive
- **Generation-X (39-58)**
  - We differ
  - Work/life balance
  - Well educated, resourceful
  - Entrepreneurial
  - Like feedback on ideas, work, initiatives
  - Comfortable with change
  - Career lattices, not ladders
- **Millennials (18-38)**
  - Second only to Boomers in size
  - MTV culture
  - Globalization / in-moment media
  - Achievement-oriented
  - Collaboration, team-orients
  - Multi-taskers, tech-savvy
  - Rapid change – with the generation
  - Want clear goals & expectations
  - Many have over supportive, hovering (helicopter) parents
- **Gen-Z (minus 2-17)**
  - We can only imagine
  - Millennials PLUS
  - Very scheduled – sports, etc.
  - Social media from birth...
  - Online HS... etc...
  - Unpredictable societal changes

# Baby Boomers (59-72)

## 1946-1959

- Very influenced by the culture of the 60's
- Fought/prottested for change
- Many 1<sup>st</sup> in family–college
- Women in professional careers
- Work hard, long hours – workaholics?
- Practically no technology thru college (or beyond)
- Optimistic – Look around / I CAN
- Competitive

# Generation-X (39-58)

## 1960-1979

- We differ
- Work/life balance
- Well educated, resourceful
- Entrepreneurial
- Like feedback on ideas, work, initiatives
- Comfortable with change
- Career lattices, not ladders

# Millennials (18-38)

## 1980-2000

- Second only to Boomers in size
- MTV culture
- Globalization / in-moment media
- Achievement-oriented
- Collaboration, team-orientes
- Multi-taskers, tech-savvy
- Rapid change – with the generation
- Want clear goals & expectations
- Many have over supportive, hovering (helicopter) parents

## Gen-Z (minus 2-17)

### 2001-2020

- We can only imagine
- Millennials PLUS
- Very scheduled – sports, etc.
- Social media from birth...
- Online HS... etc...
- Unpredictable societal changes

# Generations Moved From...

## FROM BOOMERS...

- Culture of the 60's – fighting/protesting for change
- Often the 1<sup>st</sup> in family to go to college – especially career women
- Work hard, long hours – workaholics?
- Practically no technology thru college (or beyond)
- Doing it on your own

## TO GEN-Xers....

- We differ – educated, resourceful, entrepreneurial
- Work/life balance
- Like feedback on ideas, work, initiatives
- Career lattices, not ladders

## TO MILLENNIALS...

- Globalization / in-moment media / FAST - RAPID changing society
- Achievement-oriented / collaboration / team-oriented
- Tech-savvy / answers at your finger (computer) tips
- Want clear goals & expectations
- Many have over supportive, hovering (helicopter) parents – STILL

# Why Is This Important?

- There is an existing culture (values) in every area
  - Build with new people looking it over, finding it, working within it
  - Millennials
    - What do my peers think?
    - If you don't tell me otherwise, I can do what I want
- No need to read the chapters in the textbook
  - Google it
  - Listen to the audio
  - Short YouTube clip
- As educators... we need to build an extended culture of learning
  - Helping learners LEARN TO set personal learning goals
  - Ways to self assess and regulate their goals
  - Find and use appropriate resources for Life-Long Learning

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# Questions?

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