



Coaching in Medical Education

What is Coaching in Medical Education?

- Coaching in medical education uses goal setting, observation, and guidance of a resident to improve by providing *actionable feedback*
- Coaching is used both in the short term and as a longitudinal tool
- As we change to competency based medical education, with a focus on many *low stakes* assessments, coaching is an excellent tool

Coaching in the Moment

- A good tool to use to assist with coaching in the moment is the mnemonic Rx- OCD

R: Establish educational **R**apport between the resident and the clinician
X: Set the **eX**pectations for the encounter
O: **O**bserve the resident (directly or indirectly)
C: Engage in a **C**onversation with the purpose of improving their work
D: **D**ocument a summary of the encounter



Coaching Over Time

- Many *low stakes* "coaching in the moment" opportunities contribute to coaching over time
- Academic advisors can provide longitudinal coaching



- Coaching over time requires a **longitudinal relationship** between faculty and residents
- This partnership, lasting over many clinical experiences, can incorporate specifically designed experiences to provide necessary experiences in a resident's training
- The longitudinal nature of this helps to ensure confidence that residents' learning interests are in mind

