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Conversations to Find One's Truth: Coaching in Medical Student Education

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Conversations to Find One's Truth: Coaching in Medical Student Education

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Background: Coaching

- Coaching is a process of partnering with other individuals – such as students, residents, peers, also called the coachees – in a thought-provoking conversation that inspires the coachees to maximize their personal and professional potential.

- Coaching in medical education has surged recently
  - Performance/skills acquisition
  - Professional development, professional identity formation, career coaching
  - Wellness
  - Remediation

Background: Coaching at Whiddon COM

- Whiddon COM is implementing a coaching program for medical learners that aims to:
  - Develop a diverse community of healthcare professionals who are empowered to grow professionally and personally (vision)
  - Students will be able to (goals)
    - Demonstrate professionalism (character development, attitude, accountability)
    - Model appropriate professional identity
    - Integrate wellbeing and resilience in their life
  - To develop a community to foster connection between the COM & USA Health
- Coach training is ongoing for faculty and leadership at the Whiddon COM (4th cohort)

Our Research

- Develop a coaching program that meets the needs of our learners, faculty, and aligns with institutional goals
  - What does success look like?
  - How do we measure outcomes?
  - What support/resources are needed?
- Began with a faculty learning community in the context of coaching in medical education
- Initial Research Question: *What are the characteristics of schools that have coaching programs for medical students?*

Our Research Journey

Systematic review/ Meta-analysis

Compile the literature to answer a pre-defined, narrow question and to combine the quantitative results into one single estimate of effect

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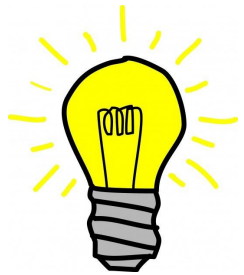
Recruitment of Biomedical Librarian, Clista Clanton



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Scoping Review

To identify the available evidence in a given field to identify and analyze knowledge gaps, to address broader, more complex, exploratory research questions

Our Research Process

Characteristics of schools that have implemented coaching programs

Research Questions:

- *How is coaching for undergraduate and graduate learners being used in academic medical centers?*
- *How are academic coaching programs for learners reporting outcomes?*
- *What factors contribute to success - what are the barriers to success?*

Search Terms: academic medicine, medical education, coaching, faculty training, faculty development, coach training, funding of coaching programs, implementation of coaching program, evaluation of coaching, impact of coaching

- 3 databases: PubMed, Scopus, ERIC
- Zotero

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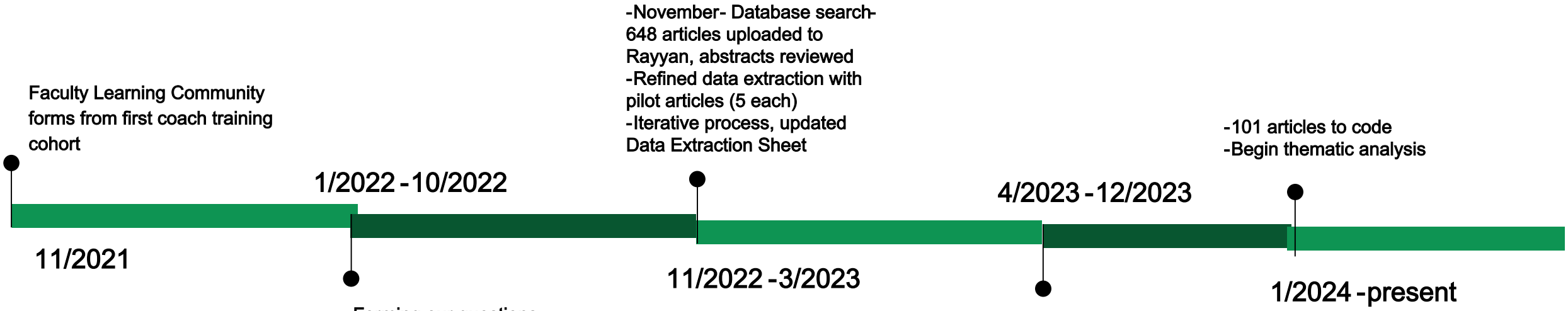
Our Research Process

654 abstracts (6 duplicates)>>>191 included (457 excluded)>>>381 data extraction sheets >>>101 articles included for thematic analysis



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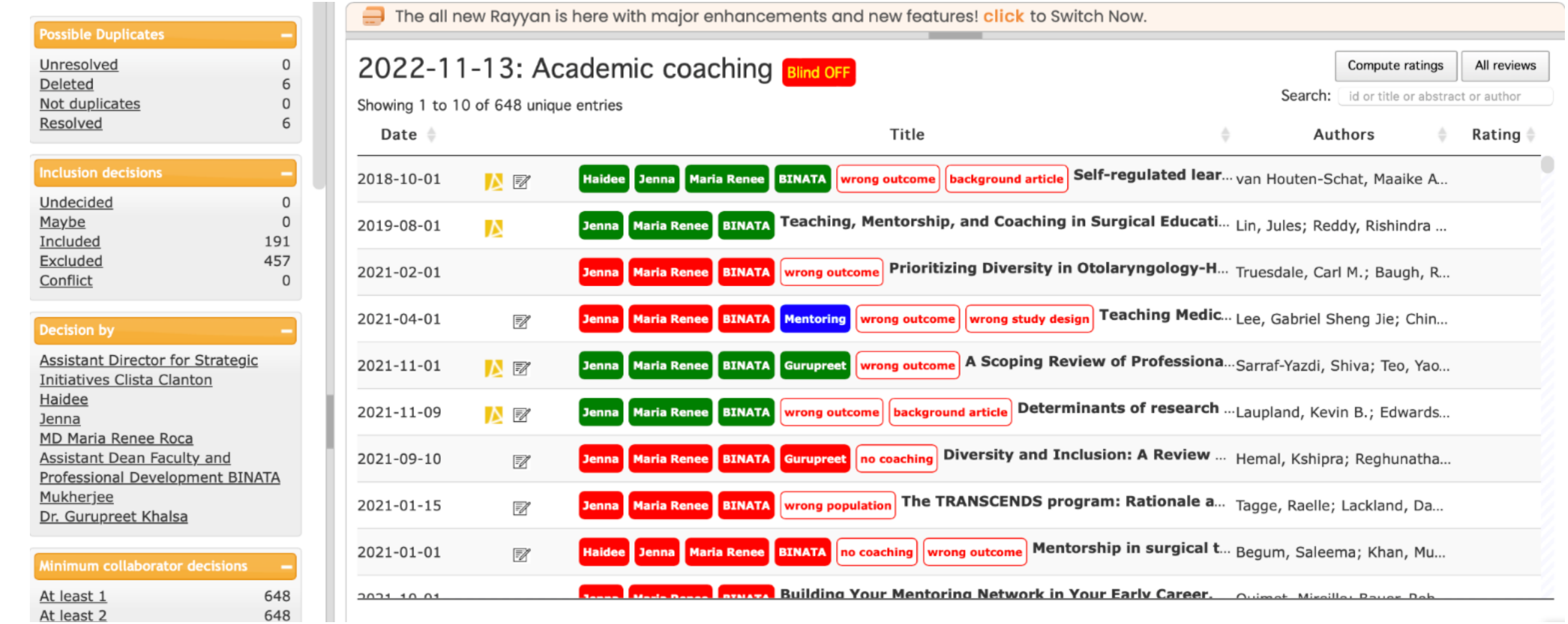
Our Research Process: Rayyan



ACADEMIC MEDICINE COACHING

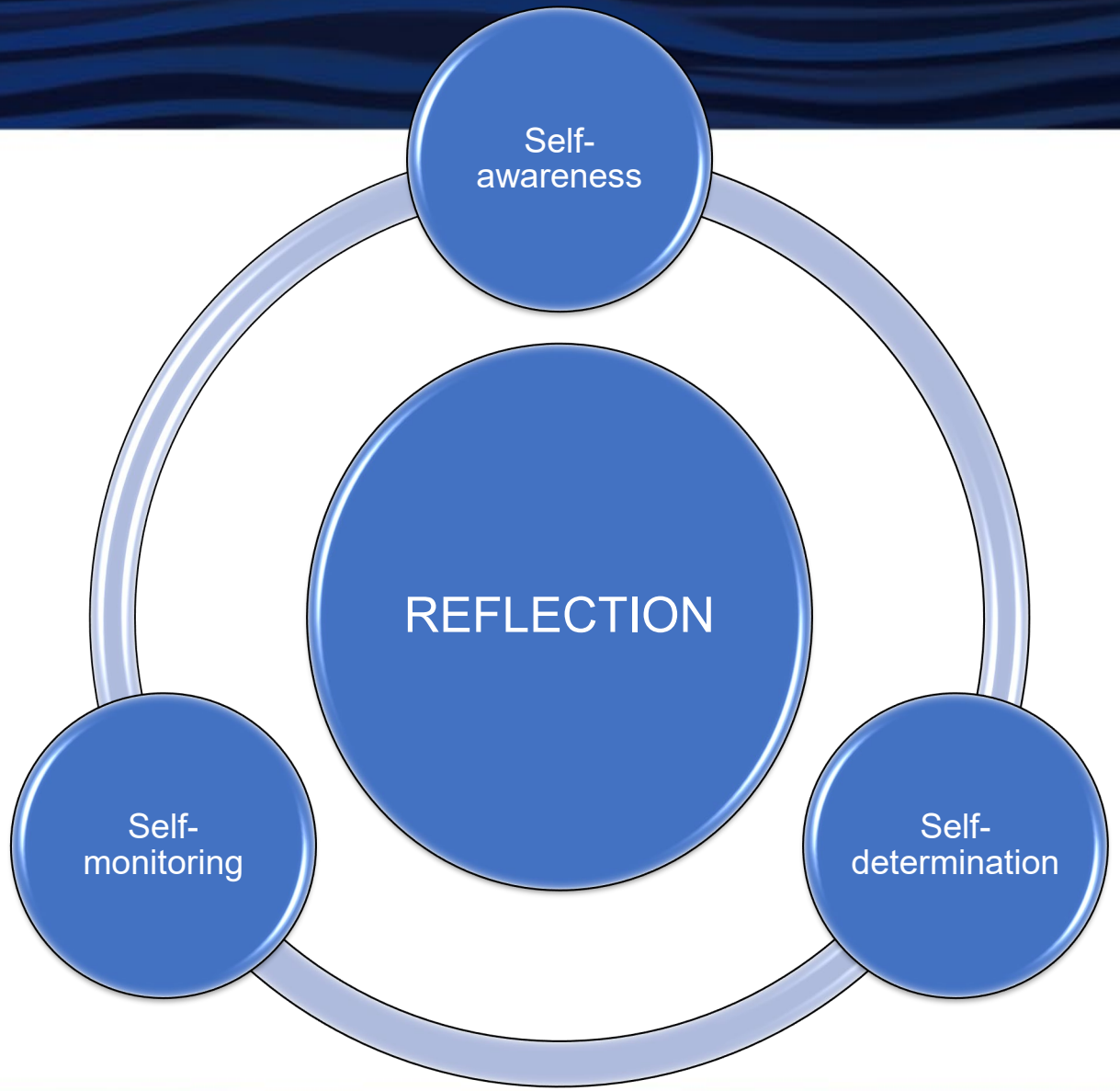
Data Collection

Data Extraction Sheet

Emerging Concepts

- Significant variability on the definition of coaching
- Often used interchangeably for mentoring
- Key features irrespective of definition
  - Dyad/group
  - Relationship, trust
  - Reflection/self-assessment
  - Feedback/insights
  - Paradigm shift in faculty roles
  - Relevant in today's learning environment (information overload, fast pace, AI)

Conclusion

- Our research aims to summarize the state of the current literature on coaching in undergraduate and graduate medical education

- Coaching facilitates self-awareness, self- determination, and self-monitoring by the learner through REFLECTION