

Coaching Mindset for Healthcare Professionals

Presented by Emily L Mueller, MD, MSc

Overview: During this 1 to 1.5 hour workshop, we will explore how coaching techniques can be used by leaders, educators, and mentors to empower others to reach their goals. We will provide specific coaching questions and tools as discussed in Michael Bungay Stanier's book entitled "The Coaching Habit." We will also discuss why coaching is better than jumping to give advice in many situations and how to understand our advice monsters as outlined in MBS's book entitled "The Advice Trap."

Objectives:

- Define coaching mindset and how being more coach-like can function in academic medicine
- Learn a new set of coaching questions and cues
- Identify our own advice-giving habits and how to shift to coaching

Format:

1. Didactic: Coaching Mindset and Tools (25 mins)
2. Break Out Sessions - Practice (15 mins) *Optional*
 - a. Open Discussion (10 mins)
3. Didactic: Moving Away from Advice (15 mins)
4. Wrap Up (10 mins)

References:

Bungay Stanier, Michael. "The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever" available on <https://www.amazon.com/Coaching-Habit-Less-Change-Forever/dp/0978440749>

Bungay Stanier, Michael. "The Advice Trap: Be Humble, Stay Curious & Change the Way You Lead Forever" available on <https://www.amazon.com/Advice-Trap-Humble-Curious-Forever/dp/1989025757>

Reviews:

This presentation was given at the University of Indiana School of Medicine for the Department of Pediatrics Faculty Development Workshop to an audience of approximately 25 individuals on February 16, 2022. Of the 16 respondents to the evaluation survey, all somewhat or strongly agreed that as a result of participating in this session they were better able to define the role of coaching in academic medicine and better able use coaching tools and techniques. All respondents rated my presentation delivery style as somewhat to far above average. 94% of respondents rated the Faculty Development Workshop as somewhat to far above average with the highest request for this to be presented yearly (63%).