



CARE

Coaching to Advance
Resident Engagement
FOR FACULTY

Current state of affairs: What is going on now?

Active listening; let resident set agenda
(try not to direct or give advice yet)
Identify any blind spots

C

Aspiration: What do I want?

This is the turning point in the discussion
Active listening: open-ended questions, reflection, & encouragement

A

Help to refine & clarify
Establish priorities (areas of strength or weakness?)
Assess values and level of commitment
Share experience or stories

Route: How do I get there?

SMART goal(s)
goals may be: proximal or distant/ concrete or abstract/ approach or avoidance/ performance or learning
pitfalls:
--too specific- myopic or shortsighted
solution: help to keep the big picture in mind; context
--driven only by extrinsic factors
solution: continued reflection & contextualization to arrive at internal motivating factors
formalize next steps; accountability

R

Evaluate: How am I doing?

Assess progress on previous SMART goals (encouragement)
Update and refine as necessary-- importance of recognition of achievement and time for reflection on achievement
new SMART goal(s): build on existing progress or use the accomplished goal as motivation for a new & more challenging goal

E



CARE

Coaching to Advance
Resident Engagement
FOR RESIDENTS

Current state of affairs: What is going on now?

Exploration of the present
Possible topics/ areas to explore: medical knowledge, professionalism, specific attitudes/ behaviors/ skills
May be triggered by internal motivation or external stimuli (feedback, evaluations, or test scores)

C

Aspiration: What do I want?

Preferred future state
Consider your values, motivations, & commitment

A

Route: How do I get there?

Action planning
Is there more than 1 way to get there? Pros/ cons?
SMART goal(s) : specific, measurable, achievable, relevant, & timely
Make 2-3 SMART goals of your own

R

Evaluate: How am I doing?

Assess progress on previous SMART goals
Update and refine as necessary

E