



# CARE

Coaching to Advance  
Resident Engagement  
FOR FACULTY

## Current state of affairs: What is going on now?

C

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

## Aspiration: What do I want?

A

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

R

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

## Evaluate: How am I doing?

E

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



# CARE

Coaching to Advance  
Resident Engagement  
FOR RESIDENTS

## Current state of affairs: What is going on now?

C

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)

A

## Aspiration: What do I want?

Preferred future state  
Consider your values, motivations, & commitment

R

## 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

E

## Evaluate: How am I doing?

Assess progress on previous SMART goals  
Update and refine as necessary