

Physician Coach Approach Training

Physician Thrive, in partnership with Rex Gatto, Ph.D., is excited to offer a Physician Coach Approach Training (PCAT).

This coaching curriculum is designed specifically for physicians to learn the peer coaching: philosophy, background, tools, fieldwork practice, and skills to be effective. After four (4) half-day sessions, with associated field work and assessments, each participant will be a **UPMC Designated Peer Coach**.

The Peer Coach is an important role in supporting and helping a peer physician gain a wider or better perspective on his/her situation.

There is no one size fits all in coaching but the following are statements of reflections to consider if you will be an effective peer coach.

- Listen without judging (be able to keep an open mind without judging the coachees).
- Help to problem solve. Develop alternatives for difficult working situations. Help the peer physician recognize alternative ways to develop, enhance or correct actions.
- Advise but do not dictate the action the peer physician should take.
- Encourage. Draw out. Focus on successes, help to build self-esteem of the coachee.
- Guide but don't direct. Help develop coachee's skills and abilities.
- Create and be a safe haven to discuss professional and personal issues without judging.
- Ask questions to identify peer physician's values and attitude.
- Remember coaching is a pulling out process not a pushing in process. Focus on application (doing).
- Take notes during your meetings as a referral and a way to see progress and development.
- Being able to use your wisdom with care and compassion.
- Remember your job is helping to build the coachee's professional future
- Be a role model.

Ten spots are available for this initial pilot program. If you are interested in becoming a physician peer coach, please submit your application through the link below. The program will be held from 8 am to 12 pm on:

February 7th

March 18

April 15

May 1st

Please ensure that you can attend all four sessions prior to applying to this program as it will be mandatory to attend all four sessions. We are also requesting permission to participate from your supervisor. After you complete the application, your supervisor will receive an email requesting approval.

<https://forms.office.com/Pages/ResponsePage.aspx?id=Ptc9i3JOeUaxkVbaFYhxKw67qW0MYYNKjFYKBdeqZFxUMFo4UVc0QjNESTNTMkpaN0w4TUMOWE1GTC4u>

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