



# Coaching struggling learners

Longitudinal Session #5  
COMSEP COACHING  
CERTIFICATE PROGRAM



# COMSEP

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**Better Health for All Patients  
Through Pediatric Education**



# Checking in

- ⑩ What have you noticed as you use a coaching approach?
- ⑩ Is there something you want to explore today?
- ⑩ Keep that in mind as you go into your coaching group!



## Struggling learners

How do they show up?

What areas do they struggle in?

How much information do you have?

What is your institution's ecosystem?



What is your role as a coach?

# Dynamics to consider

- Power dynamics
  - What does the student expect?
  - What are you responsible for?
- Evaluator role—who will do this?
- Who decides the goals?
- Who determines success?
- Conflict of interest?
- What do you tell others?

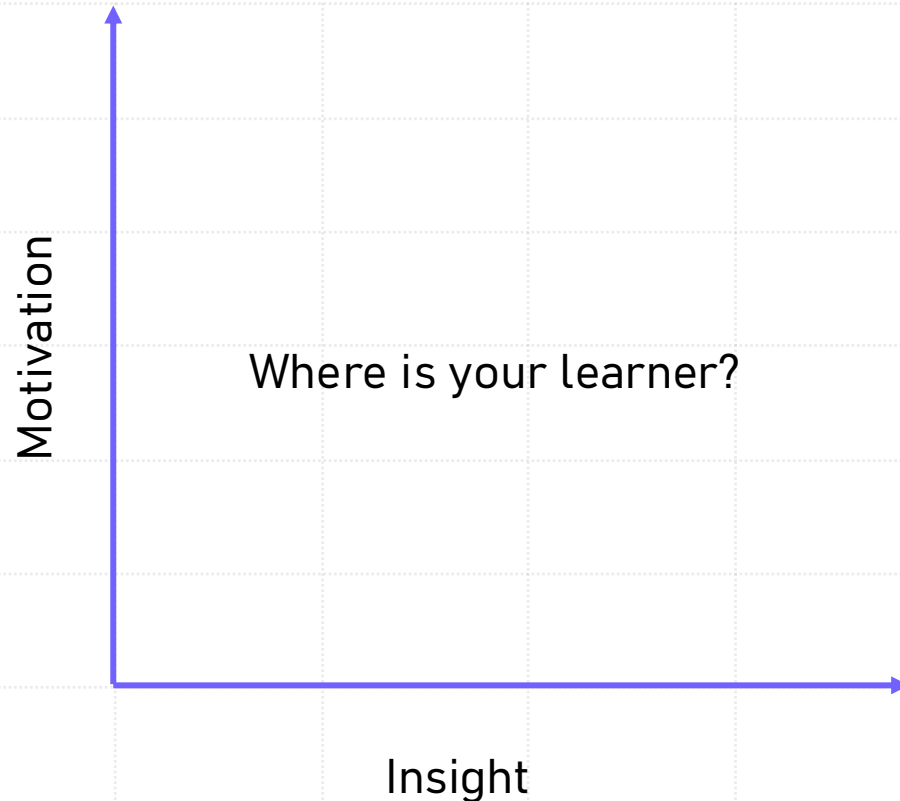


It's all about  
the  
agreement!





# What is the coaching focus?



## **Exploring Motivation:**

What about this is important to you?  
What can you do?  
How might you do this?

## **Exploring Insight:**

What does this mean to you?  
What is coming up for you about...?  
What might be contributing to...?



# Listening for the coaching focus....

Facilitate the reflection of the following questions and list for some answers.

## **Insight:**

My performance was [ \_\_\_\_\_ ] relative to [ \_\_\_\_\_ ]

- Peers, gold standard, self goals
- Is their Insight...accurate? Needs some guidance?

## **Motivation:**

Listen for “I could” statements

- Realistic? Achievable? Timebound?
- Growth mindset?
- Feelings and skills addressed?

# Transparency and Confidentiality

- **Be transparent about:**
  - Who is responsible for outcomes
  - Who will determine the outcomes
  - What the student's role is
- **Reinforce what type of confidentiality you have**
  - Builds trust
  - Allows you to ask for help





# What to do with resistance?

Ask powerful questions....What might happen if things don't change?

# Practice and Experiment!





# Annotated bibliography

**Remediation of the Struggling Medical Learner by Jeannett Guerrasio**

<https://a.co/d/1bBDsbn>

<https://www.youtube.com/watch?v=S0oS9oDY1H4>

<https://edhub.ama-assn.org/change-med-ed/video-player/18684393>

Comprehensive look at what institutions and educators need to effectively remediate learners. The book touches on types of difficulties, helpful data to include and the institutional infrastructure that is needed to do this effectively.

From the Society of Academic Emergency Medicine; case study and didactics about how to think about what you need (48 minutes total)

Short video based on the AMA Med Ed approach to coaching.