Specific Aims of the Initiative:

1. Assess residents’ skills in the following areas:
   a. Patient care
   b. Professionalism and interpersonal communication
   c. Critical thinking
2. Create and continue to modify goals for improving in the above areas
3. Foster residents’ own abilities to reflect on their learning and set goals for improvement

Guidelines:

1. Confidentiality
   a. In order to respect the privacy and dignity of our residents, we will not share identifiable resident information with other coaches or non-coach faculty, staff or trainees
      i. During coaching meetings, when discussing challenges, we will present the situation in a confidential manner
      ii. Exception: if there is a resident who is working on a specific skill, it is acceptable to feed forward that information to others who are working directly with the resident
   b. Additionally, we will maintain confidentiality within our Coaching leadership so that any challenges coaches share will be held confidential
2. Expectations
   a. We expect that successful coaches will complete > 90% of observations and will attend > 90% of meetings.
   b. Meetings include
      i. Monthly 2-hour Coaching leadership meeting
      ii. Educational Leadership Breakfasts twice per year
      iii. Clinical Competency Committee meetings twice per year.
3. Attitudes and Behaviors
   a. Resident advocate: have a positive attitude, be able to motivate your residents, develop a good rapport with them, empower them
   b. Give accurate, honest, objective feedback
4. Teamwork
   a. Coaches serve as a team
b. Joint decision-making, joint implementation efforts

5. Problem learners
   a. If you notice a significant problem with a learner, please discuss with the following:
      i. Coaching Director (Carrie Rassbach)
      ii. Depending on the seriousness of the concern, we will likely then discuss with the class advisor
         1. 2014-15 Interns: Caroline Buckway
         2. 2014-15 Juniors: Dave Hong
         3. 2014-15 Seniors: Carrie Rassbach
      iii. You are also welcome to discuss directly with Becky