**The Benefits of Coaching in Medical Education Focus Groups**

1. Welcome
   * Facilitator Introduction
   * Thank them for agreeing to participate
   * Intended length of focus group (hopefully 60-75 minutes not including getting settled in with introductions, food, etc.)
2. Purpose

You were invited to participate in this focus group so we can find out more about your perspective, understanding, and attitudes about the benefits of coaching. Since it’s easy to focus on what goes wrong, we really want to focus on the “good stuff” today.

Just so we are all on the same page, when we say “coaching” we mean a formal one on one collaborative relationship between a coach and a student where there is accountability and support for understanding the student’s needs, creating a plan to address current challenges and explore possibilities, and reaching goals and engaging in continuous learning.

1. Logistics
   * The focus group will be audio-recorded, but no names will be recorded, if any are mentioned they will not be included in the transcript
   * Participants can refuse to answer any questions they don’t feel comfortable answering
   * Participants should feel free to ask any questions during or after the focus group session or contact the researchers or IRB after the focus group
2. Focus group Ground Rules

* Reminder - linking specific comments to individual participants will not be possible and is not our interest.
* Please feel free to share and participate, but one person speaks at a time – to help with the accuracy of the transcription
* Although I will be guiding the discussion today, I encourage you to ask questions of one another as well.
* I would like to remind you to respect the privacy of others by not discussing the comments that you hear today with others outside this group.
* Turn off cell phones (pagers OK)

1. Any final questions?

FOCUS GROUP QUESTIONS

1. Thinking back about a positive coaching experience you had, tell me about what made this coaching relationship a good one for you? (Probes: Who was it with? How did it start? What are some of your positive memories about it? Organic vs Formal? Can you all name some adjectives?)
2. Tell me about a specific interaction or fond memory you had with your coach.
3. What techniques (skills/behaviors/attitudes?) did you have to use in order to make this a positive experience for you? (Probes: How did you use the technique/What did that look like? Why was it helpful? What did you have to do to show up and get the most out of a planned coaching session? How did you prepare before the session?)
4. What benefits did you get from having a coach? (Probes: were there personal benefits? benefits to your academic efforts or self-awareness? Development/Professional benefits?)
5. What skills do you think you developed as a result of your relationship with your coach? (Probes: Did your coach help you with specific clinical skills? Organization skills? Time management skills? Communication skills? Leadership skills?)
6. Tell me about a specific challenge that your coached helped you deal with. (Probes: What did your coach do or ask that was helpful)
7. Describe how you resolved a conflict of interest or disagreement (or just conflict) with your coach. (Probes: Was there a time that you did not see eye to eye with your coach that you had to navigate? What steps did you and/or your coach take to overcome conflicts in your coaching experience? Was there a time that the coaching was not productive but then you changed something and it became productive?)
8. What were some of the logistical or structural things that you and your coach did to make this a positive experience; how was the coaching dyad accommodating? Any structures to track progress? (Probes: Meeting times/scheduling tactics, bluejeans instead of in-person)
9. What else would you like to share with us about your positive coaching experience that I have not asked you?

**Demographic Questions**

1. Did you attend the coaching focus group? on 11/13? 11/14

🔾 Yes, on 11/13 🔾2 Yes, on 11/14 🔾 No, I did NOT attend

1. Age \_\_\_\_\_\_
2. Sex\_\_\_\_\_\_\_
3. What year of medical training are you in?

🔾1 🔾2 🔾3 🔾4 🔾Other \_\_\_\_\_\_\_\_\_\_\_\_

**Coaching Experience**

1. How many coaches have you had throughout your medical education?

🔾1 🔾2 🔾3 🔾4 🔾Other \_\_\_\_\_\_\_\_\_\_\_\_

1. At what stage of your education did you have your most impactful coaching experience?
   * Undergraduate
   * Medical School
     + Preclinical
     + Clinical
     + Transition to GME
   * Some other stage of education \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Was this most meaningful coaching experience:
   * Assigned
   * Organically formed