



The Peer Coach Tool

□ FACILITATE GOAL-SETTING & REVIEW

- Press for clarity, specificity
- Ask for progress update, identify barriers, and commend effort
- Ask how current case relates to goals and where surgeon would like to focus

□ GUIDE INQUIRY

- Understand parameters of the case and identify key contextual factors
- Listen for opportunities for inquiry (i.e.. surgeon insights, concerns, questions)
- Press for deeper analysis, using multiple questions, esp. “Why?”
- Explore alternative interpretations, staying objective re. surgeon’s framing of events
- Problematize situations, with hypotheticals and “what ifs”

□ PROVIDE CONSTRUCTIVE FEEDBACK that is

- Focused on surgeon’s goals & responsive to issues they raise
- Descriptive of specific behaviors and observed or potential consequences
- Respectfully offered, i.e.. attentive to tone, style, and amount
- In the service of further inquiry & action planning
- Allows surgeon to respond

□ FACILITATE ACTION-PLANNING

- Engage surgeon in identifying specific strategies for implementing changes
- Press surgeon to identify potential barriers and possible solutions

□ ATTEND to the COACHING PROCESS

- Solicit surgeon feedback re. your coaching approach, session structure, content, etc.

MINDSET REMINDERS:

Who is driving the learning agenda?

The surgeon.

Which hat are you wearing?

An expert gives advice.
A co-learner is curious and supports exploration of a range of possibilities with a colleague.

Are you in service to the surgeon?

Attentive to the surgeon's style, needs, and goals, not your own

Who has responsibility?

Surgeon: for committing to and implementing changes / solutions

You: for improving your coaching