

UPMC PHYSICIAN PEER COACHING OVERVIEW

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THE PURPOSE OF PEER COACHING:

Peer coaches will guide coachees to **think** what they have not thought, **say** what they have not said, **dream** what they have not dreamt, and **create** what they have not created. As part of training to become a peer coach, coaches will learn the core principles of peer coaching and participate in hands on, guided practice. Coaches help coachees understand “where they are” (self-awareness), “where they want to be” (a destination or goal) and serve as unbiased guides helping the coachee explore various routes on this change journey. The underlying premise is that the coachee is an expert in their life and possess the strength to handle life’s challenges and have the potential to expand and grow. Peer coaches partner with their coachee and guide him/her to achieve personal and professional growth and/or goals that may lead to a better quality of personal and professional life. We anticipate that UPMC Peer Coaches will contribute to their own professional satisfaction as they support their colleagues.

COACHING TOOLS TAUGHT DURING THE TRAINING:

- Goal setting
- Listening and being in the moment
- Powerful questioning
- Exploration
- Acknowledgement and reflection
- Expand possibilities

Email physicianthrive@upmc.edu for more information on enrolling into a Peer Coach Training at Physician THRIVE.