

Coaching in Groups helps Young Doctors to cope with Professional Challenges and Career Choice

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Research question

How does coaching in groups support young doctors' transition from medical students to clinical doctor?

Summary of work

In 2014, three groups of young doctors completed a group coaching course with eight sessions in four months. During the sessions the group worked as a reflecting team according to instructions from the two coaches, who were health-professionals. Young doctors' perception of outcome was evaluated by semi-structured interviews and questionnaire-based data.

Results

The participants found group coaching helpful with regard to various professional challenges, career choice, work/life balance, communication and conflict management.



Professional identity:

"To participate has supported personal development, reflections on my life as a human being and as a doctor and contemplations regarding my professional role"



Career plans:

"Due to the coaching I have a plan for my career. This course and the reflections and tools I have acquired, will make me a better doctor, a better colleague and a better leader"



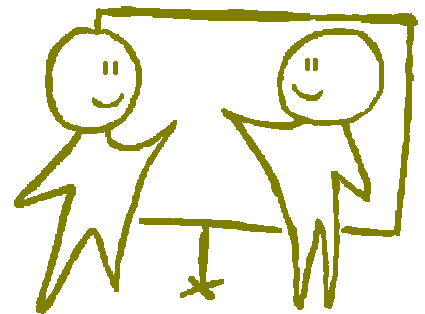
Professional challenges:

"I feel that I am not alone with my feelings, thoughts and problems in my job. Our fellowship braces me and I feel stronger and capable of facing the challenges to come"



Improved communication/conflict management:

"When a conflict is building up - I now ask, "how do you see the problem"? Instead of sticking to my own interpretation of the situation"



Conclusion

Group coaching probably supports young doctors transition from medical students to doctors by offering confidential discussions and reflections with peers concerning professional challenges, which lead to deeper insight in own capability, actions and reactions.



Take-home messages

Group coaching is a valuable approach to support young doctors in the transition from medical school to working life as a doctor.

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