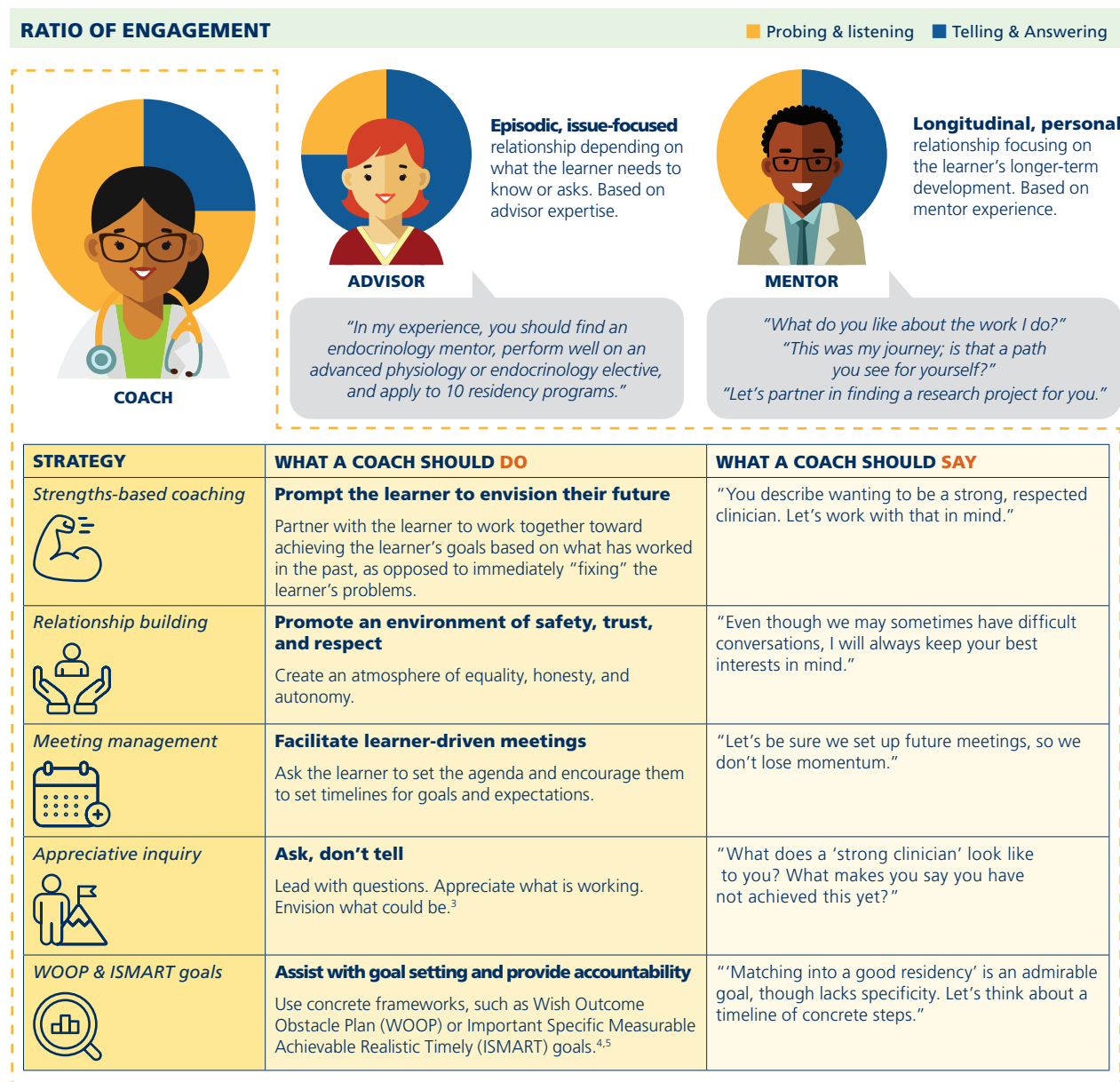


Coaching a Learner in Medical Education

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Academic coaching requires an inquiry-based approach to framing questions that will lead learners to their own conclusions. It complements advising, which answers specific questions, and mentoring, which is longitudinal and relational. Coaches see the learner as expert, and they assist with planning, achieving goals, and remaining accountable.¹ Coaching can support academic performance, wellness, professionalism, leadership development, or skills training and does not require subject expertise. Notably, in skills coaching, coaching may look more directive than described below.² All 3 roles—coach, advisor, and mentor—entail developing a trusted relationship designed to support the learner; however, coaches spend more time probing and listening than telling and answering, as depicted below.

Consider a learner who hopes to become an endocrinologist and currently seeks assistance from someone in each of the 3 roles:



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