



## NHSSCOTLAND GP COACHING SERVICE

Are you at a crossroads in your GP career? Are you experiencing difficulties with some of the challenges of GP practice in Scotland? Would you like some safe and confidential space and time to reflect on your future in General Practice? Are you actively thinking of leaving General Practice?

If the answer to any of these questions is “Yes” you may want to consider the opportunity to engage with a coaching service designed specifically for GPs working in Scotland.

### WHAT IS COACHING AND HOW COULD IT HELP ME?

Coaching is a safe, confidential, enabling and developmental relationship which is tailored to the specific needs, style and context of the coachee. Within the terms of a mutually agreed contract the coach ‘walks alongside’ the individual and supports them to explore, understand and act on whatever is significant for them. The coachee is enabled to draw on and make the most of their own strengths, experience, skills and resources. Coaching offers a powerful blend of the reflective and the pragmatic, combining depth of exploration with opportunities for swift action and change.

In a recent evaluation of a similar GP coaching service in England, 81% of GPs who responded felt that coaching had helped them to deal with the issues important to them. They rated coaching as particularly successful in supporting them to:

- obtain a better work-life balance
- get more support from and improve relationships with colleagues
- handle conflict
- feel that they’re doing a good job
- have time to think about new ways of doing the job
- reduce the impact of work on their health.

## HERE ARE SOME COMMENTS FROM SCOTTISH GPs WHO HAVE ENGAGED WITH COACHING:

“Coaching provided me the space and principles to achieve better balance in my life and reconnect me with what I love about general practice.”

“The coaching I received came at a crucial time in my career to enable me to understand what skills I have and how best to take the next step. In retrospect it has been a major factor in keeping me going.”

“I had never had the opportunity to sit down with someone and have a completely open conversation about what was going well, and what could go better.”

“I felt that the coach was a safe and skilled person to talk to, and had tools to give out which I could use to sort problems at work – tools that worked!”

### THE COACHING OFFER

The Scottish Government has funded 100 places for coaching for GPs working in Scotland. The coaching service is confidential and has no association with any form of assessment or performance management.

The service will be managed by the NHS Education for Scotland Executive Coaching Service. The coaches are all professionally qualified and experienced in coaching individuals from all professions within the health service.

GPs will be offered four x 2-hour coaching sessions to be taken before end of March 2019. Sessions can be arranged to suit the individual GP in terms of both timing and venue.

GPs using this service will be asked to share some information about themselves for administration purposes and to contribute to the evaluation of the service. All personally identifiable information will be held in strict confidence by the NES coaching team and will not be shared with any other parties. The content of coaching sessions will remain strictly confidential between the individual GP and their coach.

### TO APPLY

If you think that coaching might be something you would like to explore please apply at <https://response.questback.com/nhseducationforscotland/gpcoaching>