Northwestern Medicine®

Department of Medicine Peer Coaching Program FAQs

- What is the purpose of Peer Coaching?
  - The purpose of Peer coaching is to provide supportive resources for academic and personal development.
- What is Peer Coaching?
  - Coaching is usually a short-term relationship where the goal is to determine the next step toward desired professional or personal outcomes.
- I already have a mentor(s). Do I need a peer coach?
  - Mentoring relationships are typically long-term, one-on-one relationship where the mentor has a skill set or expertise that can hep the mentee with career development over time. Northwestern Network Mentorship Program
    - A mentor typically provides broad career-oriented guidance e.g., how to be a successful researcher or how to advance academically in your field.
  - A peer coach helps you work on specific tasks, objectives or short-term goals.
    - A coach provides support to achieve a short-term goal e.g., how to improve time management, navigate a challenging relationship with a colleague or supervisor, or manage work-life balance.
    - Whether or not a peer coach is right for you depends on your needs.
- Will getting a coach result in a negative impression of me to my supervisors and peers?
  - On the contrary, top performing athletes, high level executives and academic leaders frequently engage coaches to improve their skills.
- What are the expectations of the Coachee?
  - Schedule meetings (in person or virtual) at least quarterly, with the assigned coach.
  - Think about topics for discussion and email them to your coach 72 hours prior to that meeting.
  - Complete the Redcap survey after you've completed the program.
- How do I get a Peer Coach?
  - A Peer coach is assigned to all new full time DOM faculty.
  - All full time DOM faculty can request a peer coach.
  - Dr. Ghossein can be contacted via a division chief, supervisor or directly by the faculty member. Faculty members can also contact coaches directly.
- How do I contact my Peer Coach?
  - A peer coach will reach out to the coachee via email once the assignment is made. The coach and coachee should then discuss future preferred methods of communication (i.e., Email, cell phone or pager).
- Are the sessions confidential?
  - Yes
  - Exceptions are made for suspected self-harm or harm to others.

- Who is the director of the peer Coaching Program?
    - Cybele Ghossein, MD
- Who helps us run the program?
    - Kiran Nimmagadda, MD – Lead Coach
    - Vera H Rigolin, MD – Lead Coach
    - Kenzie A Cameron, PhD, MPH – Lead for outcomes and Quality Management
    - Joan Sharkey-Draves (jdraves@nm.org) – Program Coordinator
- Who are our coaches?
  https://www.medicine.northwestern.edu/faculty-development/coaching.html
- What is the process for becoming a coach?
    - Coaches are selected from DOM faculty after an application process.
    - They are then trained by existing coaches and professional executive coaches from Northwestern University's Center for Leadership.
    - Coaches undergo ongoing skills development throughout the year.
- What should we talk about when we meet?
    - This depends on your needs and goals.
    - Below are some common topics that can be discussed.
        - Getting acclimated to NMH/NU downtown-logistics, geography
        - Transitioning from trainee to attending
        - Developing a solid work flow for clinical and academic duties
        - Meeting with division chief
        - Meeting with division administrator
        - Work/life balance/integration
        - Understanding the Northwestern academic landscape
        - Choosing a mentor
        - Academic promotion
        - Patient care
        - Clinical skills
        - Academic research
        - Health professions education
        - Health systems administration
        - Well-being/wellness
        - Time management
- How long is a peer coaching relationship?
    - For new faculty it typically lasts 18 months.
        - Discuss with Dr. Ghossein if you have more questions about duration of the relationship.