



In partnership with:



*Peer Coaching is emerging as an effective solution for improving clinician well being and the positive impact of peer support has been validated by numerous studies; one found that 88%<sup>1</sup> of clinicians said they would prefer talking to a peer.*

Through Peer Coaching you have the opportunity to talk with a licensed medical professional and credentialed coach who understands the unique challenges you face. Peer Coaching offers a collaborative relationship with flexible boundaries allowing for guidance and support in finding ways to navigate difficult situations and grow personally and professionally. Our peer coaches will work with you to set goals, strengthen your practice and leadership effectiveness as well as achieve greater well being in your personal and professional life.

## How does Peer Coaching work?

When you contact us for Peer Coaching, you will complete an intake and well being assessment with one of our Well Being Resources staff to help assess your goals and coaching outcomes and recommend a coach tailored to your specific needs.

Once your coach is selected, you work with them directly to set up convenient times for your virtual sessions, including after work hours and weekends.

## What is the role of a Peer Coach?

- An empathic listener who can provide feedback as needed
- A sounding board for ideas, who can help develop ideas into actionable, real-life practices
- A guide for managing challenging situations or relationships
- An advisor to help you set goals, identify opportunities and overcome obstacles

### References:

1. Hu YY, Fix ML, Hevelone ND, Lipsitz SR, Greenberg CC, Weissman JS, Shapiro J. Physicians' needs in coping with emotional stressors: the case for peer support. *Arch Surg.* 2012;147(3):212-7.

## Peer Coaching is confidential and discreet

Your coach maintains confidentiality around your work together. You decide how much you want to share and how to use any suggestions your coach may make.

## Top 3 Most Valued Coaching Benefits <sup>2</sup>

- Improved Self-Awareness
- Improved Confidence
- Emotional Validation

**58%** Increase in self-reported well being after using Peer Coaching<sup>2</sup>

## How do I access Peer Coaching?

- Call **877.731.3949** and press "2" to speak with one of our representatives
- Schedule time with one of our Well Being Resources staff in the Peer Coaching section of the VITAL WorkLife App

2. Ferron, L, Shannon, DW. Peer Coaching Impacts on Physician Well Being. *VITAL WorkLife.* 2021.

## What can Peer Coaching address?

Peer Coaching can support a variety of areas relevant to you as a medical professional, including:

### Emotional Support for Practice Challenges

- Finding joy, meaning and purpose in medicine
- Dealing with the emotional impact of an adverse event or professional litigation
- Coping with grief and loss
- Alleviating symptoms of stress, burnout, compassion fatigue, Second Victim Syndrome and moral injury
- Learning when and how to ask for help

### Work/Life Integration

- Making more time for you and your family
- Identifying limits and setting boundaries
- Stress relief methods
- Establishing healthy habits
- Planning for retirement

### Managing Time and Technology

- Strategies for managing paperwork/EMR challenges
- Working effectively with fewer resources
- Growing or shrinking a practice
- Maximizing time with patients

### Leadership

- Enhancing your effectiveness as a leader
- Motivating teams
- Having difficult conversations
- Dealing with challenging team dynamics
- Improving communication and conflict resolution skills

*I knew I was a good clinician, but I hadn't been trained to manage people and I was concerned about offending people. My coach helped me to navigate difficult conversations and explore different approaches that would fit best for me. It made me feel like I could succeed.*

### About Our Peer Coaches

- Certified professional coaches
- Come from a variety of medical specialty areas across the country
- Share a common passion for assisting their colleagues in strengthening their work and life satisfaction and becoming their best selves

### Case Examples

**A clinician facing a malpractice suit** wanted to talk to someone who had lived through the same experience. Her peer coach helped her "normalize" her emotions, educated her on what to expect in the litigation and worked with her on a plan for self-care.

**An experienced foreign-trained physician** had to "re-do" basic education for credentialing. A peer coach who understood immigrant clinical issues helped him deal more effectively with issues around professional image, cultural communication and perceived attitudes from others.

Contact VITAL WorkLife at **877.731.3949**, or through the **VITAL WorkLife App** at any time for the support you and your family need.

## *Our passion is helping organizations, teams and individuals to be their best.*

VITAL WorkLife, Inc. is a clinician-focused national behavioral health consulting practice supporting all dimensions of well being in the workplace with a multitude of solutions. Serving the U.S. healthcare industry since 2007, our national team of certified peer coaches and senior behavioral health consultants deliver life-changing well being solutions.



In partnership with:



**Pathways to Well Being**

877.731.3949 | VITALWorkLife.com