



## **NHS Scotland 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.

The feedback shows that GPs felt that coaching had helped them to decide their way forward as a GP, and to deal with the issues important to them. GPs have rated coaching as particularly successful in supporting them to:

- Having time to think about new ways of doing the job
- Obtaining better work-life balance
- Reducing the impact of work on my health
- Feeling more in control of the work I do
- Feeling more resilient and able to cope
- Knowing what my strengths are and how to make the most of them

### **Here are some comments from Scottish GPs who have taken part in the coaching:**

*“It was a vital pause and reflection on why I felt burned out. If I hadn't had this opportunity to have someone guide me through in this way, I may well have just concluded it was just a job I couldn't do and left the profession.”*

*“Most of the focus for me was on who I am, my need for better relationships and support structure and some internal self-critical habits that have been unhelpful. I think I am in a better place now having identified some of these things more clearly. As I have been in a happier and more content place in myself, I think my approach to work and my performance at work has benefitted.”*

*“Having someone who had an understanding of the NHS who was able to listen to my difficulties, challenge my assumptions and look at small changes that could cause a positive impact.”*

## **The Coaching Offer**

The offer is funded by the Scottish Government 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.

We have up to 70 places available for application this Autumn/Winter. GPs will be offered an initial chemistry session plus 3-4 coaching sessions (up to 7 hours in total) to be taken by the end of March 2024. Sessions can be arranged to suit the individual GP in terms of timing and will be delivered virtually.

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/gpcoaching2023>

Closing date for applications is **close of business on Friday 15 September 2023.**

For any queries, please contact the GP Coaching Team [GPCoaching@nes.scot.nhs.uk](mailto:GPCoaching@nes.scot.nhs.uk)