

## ADDITIONAL SERVICES

### Keynotes & Workshops for Organizations & Conferences

Popular topics include:

- Burnout and the Physician Brain
- Mindful or Mind Full? - Critical skills for frenetic physicians
- Self-Indulgence or Self-care? - Time to take care of ourselves
- Perfectionism - Overcoming the self-critic to create our best work
- Transforming Toxic Work Environments for Leaders
- The Neuroscience of Leading Others & Inspiring High-performance

### Assessments

We provide assessment and debrief services for the EQ-i (2.0) Emotional Intelligence Assessment, VIA Character Strengths Survey, RHETI (Ruso-Hudson) Personality Assessment, and the IPEC Energy Leadership Index Attitudinal Assessment (IPEC ELI).

### ProSocial Workshops for Groups

ProSocial is an evidence-based tool for rapidly cultivating group excellence through the development of psychological flexibility and psychological safety. In a one-day interactive workshop, groups will create a one year plan of actionable steps for improving their culture, interpersonal dynamics, and collaboration while reducing stress and attrition.

### Organizational Consulting

We provide bespoke consulting services for organizations grappling with physician well-being and performance.

## BAYLEY COACHING SOLUTIONS

Physician Coaching & Consulting

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**CONTACT US**  
**INFO@SOLVINGCAREERS.COM**  
**919 951 - 7709**

**HELPING**  
**PHYSICIANS**  
**THRIVE**

SolvingCareers.com

# WHAT IS PHYSICIAN COACHING

Coaching is an evidence-based process that helps each physician gain rapid clarity on their career goals and aspirations, overcome professional challenges, and navigate the inevitable transitions they face.

Through a step-by-step process, the coach supports the physician in creating a vision and a plan for tangible action. With compassion and accountability, the coaching relationship creates a uniquely powerful structure to support a physician's intent to change.



## AREAS OF FOCUS



### Burnout Recovery & Resilience

- Learning new tools for handling stressors inherent to the practice of medicine
- Identifying practical changes to improve one's experience of work (job crafting)
- Overcoming common internal drivers of physician burnout such as work compulsion, perfectionism, and poor self-advocacy
- Improving work-life balance



### Interpersonal Skills

- Cultivating self and social awareness to work more effectively with others (emotional intelligence)
- Developing tangible skills for communication, conflict resolution, and compassion



### Work Efficiency

- Building practical skills around electronic medical records and work-flow to improve speed and reduce stress
- Creating structures and systems to reduce time mismanagement, procrastination, and distractibility



### Career Transitions

- Re-establishing a sense of identity and purpose for physicians leaving clinical practice due to disability, retirement, loss of licensure, or burnout
- Executing career change to find meaningful work outside of clinical medicine

## PHYSICIANS COACHING PHYSICIANS

To effectively coach physicians it is absolutely essential to have first hand knowledge of the training, culture, and day-to-day practice of medicine. Our coaches are all experienced physicians as well as certified coaches.

Furthermore, our physician clients want to know that their coaches have done the job themselves, borne responsibility for the lives of others, and faced the same unique workplace challenges. In short, physicians demand that their coaches know what Betadine smells like!

## HOW WE WORK

We work with physicians throughout North America and Europe. The majority of coaching is done by Skype or by phone, allowing us to serve physicians who otherwise would not have access to coaching resources. This ease of access is critical given the time famine physicians experience on a daily basis.

Approximately 50% of our clients are referred through organizations such as state physician health programs and healthcare employers. The other 50% of our clients self-refer. Most clients are attending physicians, but we also work with dentists, veterinarians, PAs, medical students, and residents.

*\*\* The introductory consultation fee is waived for referrals from physician health programs and medical boards.*