2018-04-26: Choosing When to Advise, Coach, or Mentor

Resources shared during the chat:
- Choosing When to Advise, Coach, or Mentor
  http://jgme.org/doi/full/10.4300/JGME-D-18-00111.1
- Coaching in Emergency Medicine
  http://www.academia.edu/18635212/Coaching_in_emergency_medicine
- Support-Challenge-Vision: A Model for Faculty Mentoring
  https://www.tandfonline.com/doi/abs/10.1080/01421599880373
- Coaching: A New Model for Academic and Career Achievement
  https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5136126/
- Defining the Roles of Advisors and Mentors in Postgraduate Medical Education: Faculty Perceptions, Roles, Responsibilities, and Resource Needs
- What Do We Know about Coaching in Medical Education? A Systematic Review
  https://www.epistemonikos.org/en/documents/e66bfc4b1bb23ad0df02bd05e5cf77e156b018e9
- Promoting Success: A Professional Development Coaching Program for Interns in Medicine
- 8 Moments of Power in Coaching: How to Design and Deliver High-Performance Feedback to All Employees
  https://markcolgate.com/about/books/
- Executive Coaching: An Outcome Study
- The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever
- Stealth Coaching: Everyday Conversations for Extraordinary Results

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**MedEd Chat @MedEdChat** 9 hours ago
Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined #meded

**MedEd Chat @MedEdChat** 9 hours ago
The topic & questions will be announced in a moment...for now, please introduce yourselves #meded

**Gary Beck Dallaghan @GLBDallaghan** 9 hours ago
@MedEdChat #meded Howdy! Gary in Omaha. Excited for this chat....especially with the amazing @KMarcdante guest hosting tonight!

**MedEd Chat @MedEdChat** 9 hours ago
If you are tuning in to the #meded chat, remember to use the #meded hashtag and try to answer with the Topic numbers (T1, T2, T3)

**Gary Beck Dallaghan @GLBDallaghan** 9 hours ago
@2LindaMLove #meded
We will assume that all of your tweets are your own during this hour unless otherwise stated #meded

Looking forward to a lively discussion. #meded #heCGEA

hi, I'm Aruni in Philadelphia - joining for the first time! #meded

Welcome to the chat!

T1 about to come up in a few moments #meded

is on board tonight. It should get pretty lively! #meded

Hi, it’s Heather, #FamilyMedicine residency director in NYC #MedEd https://t.co/1ow8Vjr4NB

RT @JournalofGME: #JGME editors are guest hosting a #meded chat tonight about choosing when to advise, coach, or mentor. Join us at 8 pm CT...

So on to the first question: What do you see as differences between advising, mentoring and coaching? #meded

Tuning in to the #MedEd chat... for the moment.
@MedEdChat 9 hours ago
@paladineh #meded Welcome!

Topic 1: What are the key differences between advising, coaching and mentoring? #meded

Kathryn Andolsek @GME_MD 8 hours ago
RT @MedEdChat: Welcome to the Medical Education chat (US) I am your moderator for the next hour, @alliance4clined #meded

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@MedEdChat T1 #meded I've always seen advising as a brief, fairly directive interaction with students. Doesn't strike me as a long-term activity.

Deb Simpson @debsimpson3 8 hours ago
@MedEdChat T1: Mentoring focuses on protégé’s career: longitudinal often reciprocal relationship as benefits both protégée and mentor #meded #thecgea #mentoring #coaching #JGME

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@debsimpson3 @MedEdChat T1 #meded Does it have to be focused on career only?

LAS Medical @LAS_Inc_ 8 hours ago
Hi all! Popping in from LAS Medical, where we do coaching work with students and practitioners in medicine and the allied health professions. Excited for this chat! #meded

Karen Marcdante @KMarcdante 8 hours ago
T1: Length of involvement: advise=1 session; coach=time limited (often 6mo); mentor = “life time” #meded #coaching #mentoring #thecGEA #JGME

JGME @JournalofGME 8 hours ago
T1: From @KMarcdante and @debsimpson3: An advisor offers strategies about a specific event, which the learner may or may not follow. #meded

Brett Sadowski @BWSadowskiMD 8 hours ago
RT @debsimpson3: @MedEdChat T1: Mentoring focuses on protégé’s career: longitudinal often reciprocal relationship as benefits both protégé...
Do you see coaching as being focused on helping with particular skills or knowledge?

T1 I think of a coach as results-focused, an advisor as an expert who critiques, and a mentor as a role model who is invested in you.

RT: T1: Length of involvement: advise=1 session; coach=time limited (often 6mo); mentor = “life time”

I also think of person CHOOSING mentor; an advisor may be suggested.

In our residency, we assign advisors to help navigate the system & connect to resources. I see mentors as someone they choose who can help w/a specific area. Haven’t had coaches yet.

Advising is for a specific event or task: choosing a specialty, choosing electives, shaping a CV or PS, choosing a research project.

Like this ICF definition coaching = partnering in thought provoking/creative process to inspire development, client finds the answer.

Great coaching topic tonight on chat. Greetings from University of Nebraska Medical Center.

T1: In our residency, we assign advisors to help navigate the system & connect to resources. I see mentors as someone they choose who can help w/a specific area. Haven’t had coaches yet.

Advising is for a specific event or task: choosing a specialty, choosing electives, shaping a CV or PS, choosing a research project.

MedEd Chat
T1: coaching revolves around the development of some set of skills, and is time limited, and hopefully relational. Advising happens one instance at a time, and mentoring is a relationship built on choice and desire to help the other person progress.

Deiorio et al in their paper, Coaching: a new model for academic and career achievement, challenge us to rethink some of our traditional ideas around advising and mentoring. [Link](https://t.co/GD0rpNYEAa)

Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in [MedTeachJournal](https://t.co/OjM3cqSDkD) [Link](https://t.co/nJjqa4h2)

Coaching is similar, but gives more granular/specific advice, and possibly gives assignments to help you learn/practice certain behaviors.

RT @KMarcdante: T1: Like this ICF definition coaching = partnering in thought provoking/creative process to inspire development, client fi...

T1: coaching more specific to performance with direct feedback toward improvement... advising - agree with Gary can be short term, though can see long term advising such as grad school.... mentoring = career path

RT @LAS_Inc_: T1: coaching revolves around the development of some set of skills, and is time limited, and hopefully relational. Advising...

Gerald Diaz internist. Looking to utilize new technologies in meded.

RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in [MedTeachJournal](https://t.co/nJjqa4h2)
RT @PDX_Tom: @paladineh T1 #MedEd Deiorio et al in their paper, Coaching: a new model for academic and career achievement, challenge us to r...  

@KMarcdante @ICFHQ Great definition! And it captures the key thing—coaching should make the coach obsolete. That is, by the end the learner should have the skills and not need the coach #meded

T1 #meded Coaching addresses performance Gaps. Think Performance Improvement (PI): ID gap-target gap-improve performance. See stepwise coaching by LeBlanc @Sherbino in @CJEMonline DOI10.1017/S1481803500012756 #FoamMED @ALiEMteam #mentoring #coaching #meded #JGME https://t.co/n8YR9Tzsa4

My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coaching, as more transactional. The term mentor has origins in Greek mythology. #MedEd #JGME https://t.co/0wG0OapKyQ

RT @JournalofGME: #JGME editors are guest hosting a #meded chat tonight about choosing when to advise, coach, or mentor. Join us at 8 pm CT

Mentoring implies a longer-term relationship between mentor and protégé. Mentors have been in the same boat as protégé, and guide through the process. May involve more than purely work-related advice. 3/3

Dr Linda Love @2LindaMLove #MedEd #coaching & #advising may need very specific training and development ---more than some may think! @unmcfacdev

One of my favorite motivation theories of all time! Nice updated graphic too... #MedEd... https://t.co/oqL7VhDa5f

RT @PDX_Tom: @paladineh T1 #MedEd Deiorio et al in their paper, Coaching: a new model for academic and career achievement, challenge us to r...
T1: A mentor is often selected to match resources expertise with a resident's needs or professional interests. An advisor is assigned with a role to counsel and guide the resident through the residency processes, procedures, and key learning milestones. 

#meded [link](https://t.co/u1fhdx4U6M) [link](https://t.co/34PMU6UqBO)

Kathryn Andolsek @GME_MD 8 hours ago
RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in @MedTe...

MedEd Chat @MedEdChat 8 hours ago
RT @PDX_Tom: @MedEdChat My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coach...

Mike McInnis @DrMcInnisDIT 8 hours ago
@MedEdChat T1 #MedEd And of course there is plenty of overlap. For example, mentors often advise and/or coaches.

Deb Simpson @debsimpson3 8 hours ago
T1: #MedEd Agree with @PDX_Tom - relational is critical in mentoring... often long-term and over time reciprocal relationship [link](https://t.co/1PJgqcrDtr)

Kathryn Andolsek @GME_MD 8 hours ago
RT @LAS_Inc_: Hi all! Popping in from LAS Medical, where we do coaching work with students and practitioners in medicine and the allied hea...

Dink Jardine, MD @dinkjardine 8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise with a resident's needs or professional interests. An advisor i...

Karen Marcdante @KMarcdante 8 hours ago
T1: Like to think about Workload: advise – little prep, build on knowledge; coach – prep for sessions/goals; mentor – some prep, focus on relationship building #meded#coaching #mentoring #theCGEA

MedEd Chat @MedEdChat 8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise with a resident's needs or professional interests. An advisor i...

Deb Simpson @debsimpson3 8 hours ago
T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut [link](https://t.co/ed6RHvDLk9) #mentoring #coaching #meded #JGME [link](https://t.co/w1pVcSaZub)
LAS Medical @LAS_Inc_ 8 hours ago
@2LindaMLove @unmcfacdev Absolutely—being a good coach/adviser/mentor is a learned skill, and
developing those skills requires support and practice. We do some “training the trainers,” which can be
immensely helpful #meded

Jennifer Allie @JenniferAllie 18 hours ago
RT @debsimpson3: T1 #meded Coaching addresses performance Gaps. Think Performance Improvement (PI):
ID gap-target gap-improve performance...

MedEd Chat @MedEdChat 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 #mentoring #coaching #me...

LAS Medical @LAS_Inc_ 8 hours ago
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Kathryn Andolsek @GME_MD 8 hours ago
@LAS_Inc_ any experience with coaches who are different health professions than students and Med practitioners? I think the #interprofessional lens might be interesting #MedEd #MedEdChat https://t.co/JT2JVelbK9

Dink Jardine, MD @dinkjardine 8 hours ago
RT @DrMcInnisDIT: @MedEdChat T1 #MedEd Coaching is similar, but gives more granular/specific advice, and
possibly gives assignments to help...

Brett Sadowski @BWSadowskiMD 8 hours ago
RT @PDX_Tom: @MedEdChat My concept of mentoring is less formal and more organic; and more relational,
whereas I see advising, and now coach...

Tom Cooney @PDX_Tom 8 hours ago
T1: #MedEd #MedEdChat I don't think mentors can be assigned. Needs to be mutual, more like dating.
Advisors and coaches can definitely be assigned. https://t.co/y2J7kUzsHH

C Stalburg @carens88928 8 hours ago
#MedEd does coaching suggest a more level playing field between participants while mentoring has more of a
power differential? @debsimpson3 @KMarcdante

Gail Sullivan @DrMedEd_itor 8 hours ago
@PDX_Tom @MedEdChat T1 I like the Greek model -but I find myself trying to ‘mother’ everyone (feed the
baby birds) if the relationship is long term, regardless of advising, coaching, mentoring - maybe length of
relationship defines this? #meded
Kathryn Andolsek @GME_MD 8 hours ago
RT @MedEdChat: Join us tomorrow night as we discuss advising, mentoring or coaching. The #meded chat is at 9PM Eastern 04/26 with guest ho...

Loren @lorenlas18 hours ago
#medED Hi, thrilled about tonight's Tweetchat and very interested in others' thoughts about coaching and mentoring. We've been providing medical coaching to GME and UME students and residents in need for several years. https://t.co/9fz0qrIGan

KHopperMD/MBA @KHopperMD_MBA8 hours ago
@MedEdChat #meded Approaches from advising to mentoring to coaching: Intervention gradient represents increasingly more person/subject-owned and personal methods for facilitating insights. Time and skill required by physician coaches may also be on the same gradient.

Kathryn Andolsek @GME_MD 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 #mentoring #coaching #me...

Deb Simpson @debsimpson38 hours ago
T1 #MedEd - great study from @dukegme in #JGME which outlines the competencies needed for GME advisor and advisor resources. Highlights need to be "clear" about roles - advisor vs mentor #mentor #coaching https://t.co/DL8ynNUkO

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@PDX_Tom T1 #meded I agree. Mentoring relationships really need to be a bit more organic

Dr Linda Love @2LindaMLove8 hours ago
T1: All 3 #meded roles: #Mentor, #Advisor, #Coach, can help faculty / learners when experiencing a plateau. https://t.co/QNa9IGmDl

Cindy_Ku_MD @Cindy_Ku_MD8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise w/a resident's needs or professional interests. An advisor i...

Leslie Sheu @lesliesheu8 hours ago
RT @PDX_Tom: @paladineh T1 #MedEd Deiorio et al in their paper, Coaching: a new model for academic and career achievement, challenge us to r...
Leslie Sheu @lesliesheu8 hours ago
RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in @MedTe...

Tom Cooney @PDX_Tom8 hours ago
T1: #MedEd #MedEdChat I think this paper is nice example where ‘coaching’ is the more appropriate descriptor. https://t.co/APnMw6hxDx Why? Standard, predefined curriculum “Mentorship teams developed learning plans that they worked towards achieving ...” https://t.co/iIwVtXnvfw

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@carens8892 @debsimpson3 @KMarcdante T1 meded Intriguing. I've never thought of mentoring as a power differential. I see advising to be more like that than mentoring or coaching.

Karen Marcdante @KMarcdante8 hours ago
@carens8892 @debsimpson3 T1: Interesting distinction - but I think mentors have more experience - not always more power. meded

Cindy_Ku_MD @Cindy_Ku_MD 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 mentoring coaching me...

LAS Medical @LAS_Inc 8 hours ago
@GME_MD We actually don’t currently have any medical practitioners on our coaching staff! Largely educators and people with varying mental health/educational therapy backgrounds. The #ipe lens might be very interesting—time & availability are just always a challenge meded

Leslie Sheu @lesliesheu8 hours ago
RT @debsimpson3: T1 meded Coaching addresses performance Gaps. Think Performance Improvement (PI): ID gap-target gap-improve performance...

Dink Jardine, MD @dinkjardine8 hours ago
@MedEdChat T1: as a surgeon and clinician-educator I think coaching requires the most “substrate specific” work. Advising and mentoring both can be somewhat templated. But coaching requires that I know where you are and where you *want to be*. Then I try to get you there. meded jgme

JGME @JournalofGME8 hours ago
T1: From @KMarcdante and @debsimpson3: Mentoring implies a long-term relationship in which experiential wisdom is offered to help build the many aspects of a learner’s career. meded https://t.co/OuxYexTz5M
Leslie Sheu @lesliesheu 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 #mentoring #coaching #me...

Dr Linda Love @2LindaMLove 8 hours ago
Valuable #JGME RipOut for intersecting and redefining roles in #meded -- Thanks @KMarcdante & @debsimpson3 @unmcfacdev @DrHowardLiu @MettaSolutionshttps://t.co/mhU67KCVSh

MedEd Chat @MedEdChat 8 hours ago
RT @JournalofGME: T1: From @KMarcdante and @debsimpson3: Mentoring implies a long-term relationship in which experiential wisdom is offered...

Dink Jardine, MD @dinkjardine 8 hours ago
RT @debsimpson3: T1 #meded Coaching addresses performance Gaps. Think Performance Improvement (PI): ID gap-target gap-improve performance...

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
RT @JournalofGME: T1: From @KMarcdante and @debsimpson3: Mentoring implies a long-term relationship in which experiential wisdom is offered...

Kathryn Andolsek @GME_MD 8 hours ago
@MedEdChat I like idea of mentorship being organic @PDX_Tom; also often many mentors simultaneously and sequentially #MedEdChat #MedEd

LAS Medical @LAS_Inc_ 8 hours ago
@KMarcante @GME_MD 100% agreed. If content expertise is required (e.g. for serious deficits in knowledge in test prep) we'll occasionally partner with tutors #meded

Keele Anaesthetics And Critical Care Society @KeeleGasSoc 8 hours ago
Published in @RCoANews this month sharing my thoughts on coverage of #anaesthesia in #MedEd - it's quite weird seeing my face in the Bulletin! https://t.co/1k4oeoM6e9

MedEd Chat @MedEdChat 8 hours ago
#meded https://t.co/KvL8tu2F1n

Tamara Hancock @tamahle 8 hours ago
RT @colmjmccarthy: If you want to start the best bakery you want the best bakers. If you want a great #meded institution you want the best...
Las Medical @LAS_Inc 8 hours ago
RT @dinkjardine: @MedEdChat T1: as a surgeon and clinician-educator I think coaching requires the most “substrate specific” work. Advising...

Stephanie Starr @StephRStarr 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 #mentoring #coaching #me...

Dr Linda Love @2LindaMLove 8 hours ago
What are you? #meded @unmc @unmcfacdev https://t.co/CUyYj3OGxs

Cindy_Ku_MD @Cindy_Ku_MD 8 hours ago
@JournalofGME @KMarcdante @debsimpson3 #MedEd @MedEdChat T1: aspects can include personal development that intertwines with career (ie women in medicine)

Abraham E. Gracia R. @Abraham_RMI 8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise w/a resident’s needs or professional interests. An advisor i...

Dr Linda Love @2LindaMLove 8 hours ago
RT @PDX_Tom: @MedEdChat My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coach...

Karen Marcdante @Kmarcdante 8 hours ago
@MedEdChat T1: Yes - and often there is a power differential, but not a requirement #meded #mentoring

MedEd Chat @MedEdChat 8 hours ago
Topic 2: How do the outcomes differ for advising, coaching and mentoring? #meded

Tom Cooney @PDX_Tom 8 hours ago
T1: #MedEd Key point from @GME_MD regarding life cycle of mentors. Need different mentors at different stages of development, career. https://t.co/f1rVDg4YTR

Deb Simpson @debsimpson3 8 hours ago
T2 #meded T2: Mentoring initially on “success” of protégé, then longevity of relationship and reaping mutual benefits. #meded #thecgea #mentoring #coaching #JGME

Kathryn Andolsek @GME_MD 8 hours ago
@debsimpson3 @KMarcdante wonder if “long term” means the same across generations - #boomers vs #millenials #MedEdChat #MedEd https://t.co/aigfGwg34k
Can formal mentorship programs help connect people though? #meded

T2: Starting simple. T2: Advise – successful task completion; coach – successful skill development; mentor – successful careers including networking #meded#coaching #mentoring #theCGEA #JGME

RT @GME_MD: @debsimpson3 @KMarcdante wonder if “long term” means the same across generations - #boomers vs #millenials #MedEdChat #MedEd http...

RT @PDX_Tom: @MedEdChat My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coach...

T1: Like to think abouWorkload: advise – little prep, build on knowledge; coach – prep for sessions/goals; mentor – some pr...

Coaching really sings to me as the “next level” because it most specifically meets the substrate where they are now... mentoring and advising can generalized (must have x, y, z for advancement) but coaching means that I have to ask what YOU want next...

Great read for those interested in impacting lives and careers #MedEd https://t.co/m2tDy8nd3P

A2: With coaching, empirical outcomes are identified and progress is tracked and discussed during coaching meetings. With advising or mentoring, outcomes might be suggestions and progress might be discussed, but not necessarily tracked. #coaching https://t.co/IYmWyykl10

thx. any thoughts about #SoMe improving #meded? helping to solve problems for trainees?
Dr Linda Love @2LindaMLove 8 hours ago

Tom Cooney @PDX_Tom 8 hours ago
T2: #MedEd Really like most of criteria but worry about longevity criteria. Can sometimes be short but very intense, other times quite long but slower paced. https://t.co/7HdER9DqvB

C Stalburg @carens88928 hours ago
RT @2LindaMLove: T2: #MedEd Lovell, B. (2018). What do we know about coaching in medical education? A literature review. Medical education...

LAS Medical @LAS_Inc 8 hours ago
@JournalofGME @GME_MD @MedEdChat @PDX_Tom They can try, but often people don’t feel particularly connected to their mentor. And a key component of mentoring is a desire to help the other person, which is generally built on the merits of a personal relationship and not an assignment #meded

Hedy Wald @hedy_wald 8 hours ago
Especially if you want "innovation" - need engaged folks for that @drlynnwilson #UofTMed #meded https://t.co/5XfE5RAd4J

Deb Simpson @debsimpson3 8 hours ago
T2 #Meded simple is good during the "in the moment" decision re: whether to advise, coach, mentor per @KMarcdante - should we ask what individual is seeking? #mentoring #JGME @PDX_Tom @GME_MD @carens8892 https://t.co/53YS9PpIMl

LAS Medical @LAS_Inc 8 hours ago
RT @KMarcdante: @MedEdChat T2: Starting simple. T2: Advise – successful task completion; coach – successful skill development; mentor – s...

Kathryn Andolsk @GME_MD 8 hours ago
@MedEdChat I think outcomes are for people on both sides of the relationship Mentors/advisors/coaches are changed as are mentees/advisers/coached #MedEdhttps://t.co/CMKrFtFoCw

Silvio Ndoja @SilvioNdoja8 hours ago
RT @2LindaMLove: T2: #MedEd Lovell, B. (2018). What do we know about coaching in medical education? A literature review. Medical education...

MedEd Chat @MedEdChat 8 hours ago
RT @GME_MD: @MedEdChat I think outcomes are for people on both sides of the relationship Mentors/advisors/coaches are changed as are mentee...
RT @MedEdChat: Topic 2: How do the outcomes differ for advising, coaching and mentoring? #meded

Dink Jardine, MD @dinkjardine 8 hours ago
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Kathryn Andolsek @GME_MD 8 hours ago
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LAS Medical @LAS_Inc_ 8 hours ago
RT @dinkjardine: @deb simpson3 @sherbino @CJEMonline @ALiEMteam T1: #meded Coaching really sings to me as the “next level” because it most...

Tom Cooney @PDX_Tom 8 hours ago
T2: #MedEd I think you can work to connect people, make introductions. May need to do multiple times before a mentoring relationship develops. Very different than coaching or advising https://t.co/5HmGFESJoW

Thermentor.org @coolmentoring 8 hours ago
RT @deb simpson3: T2 #Meded simple is good during the "in the moment" decision re: whether to advise, coach, mentor per @KMarcdante - shoul...

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
RT @PDX_Tom: T2: #MedEd I think you can work to connect people, make introductions. May need to do multiple times before a mentoring relati...

Deb Simpson @deb simpson3 8 hours ago
T2: Great Q- mentoring, advising, coaching - can they achieve same outcomes via #SoMe - probably depends just like when use #Simulation to target performance gap #MedEd https://t.co/98gj5Fw1XQ

LAS Medical @LAS_Inc_ 8 hours ago
RT @GME_MD: @MedEdChat I think outcomes are for people on both sides of the relationship Mentors/advisors/coaches are changed as are mentee...

Karen Marcdante @KMarcdante 8 hours ago
@GME_MD @MedEdChat T2: agree - measures are for both. Looking at other literature: Outcomes in executive coaching that apply: sustained behavior change; increased reflection/self awareness; improved leadership https://t.co/95fmbCTfgp #meded #coaching #mentoring #theCGEA #JGME
Tom Cooney @PDX_Tom 8 hours ago
T2: #MedEd Yes, clarifying what learner wants, needs is good idea. https://t.co/hXYoaQ6Ftq

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T2: #MedEd 8 Moments of Power in Coaching is another excellent resource to help achieve coaching outcomes https://t.co/FGmcGVBPJo @mark_colgate

Deb Simpson @debsimpson3 8 hours ago
T2: #MedEd All three focus on moving people “forward” but what varies is “towards what” and “how” do it. Advice – they can take or leave it. Coach for performance; Mentor for career growth. #meded #thecgea #mentoring #coaching #JGME https://t.co/NTFz7rfZwj

KHopperMD/MBA @KHopperMD_MBA 8 hours ago
#MedEd Outcomes can occur with all methods. The more directive (advising) the intervention, the quicker the potential change. Key question is persistence of change. Questions well-placed push the subject/student to work through/try on the change personally. Change might stick

C Stalburg @carens8892 8 hours ago
RT @JournalofGME: #JGME editors are guest hosting a #meded chat tonight about choosing when to advise, coach, or mentor. Join us at 8 pm CT...

LAS Medical @LAS_Inc_ 8 hours ago
@PDX_Tom A critical starting point, even. #meded

Tom Cooney @PDX_Tom 8 hours ago
T2: #MedEd Nice, clear framework of different roles by @KMarcdante https://t.co/SdzzRQXHoc

Cindy_Ku_MD @Cindy_Ku_MD 8 hours ago
@debsimpson3 @KMarcdante @PDX_Tom @GME_MD @carens8892 #MedEd #MedEdChat T2 sometimes we need to decide for them (advising v coaching v mentoring), also acknowledging ok for relationship to change

Stephanie Starr @StephRStarr 8 hours ago
@debsimpson3 I love this definition! Clearest explanation yet #MedEd

Amaal Starling, M.D. @AmaalStarling 8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise w/a resident’s needs or professional interests. An advisor i...
Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@debsimpson3 T2 #meded And the approaches for each relationship can be starkly different. Coaching IMO is about asking questions and not as directive as advising. https://t.co/k1gwl1bu7o @boxofcrayons

Stephanie Starr @StephRStarr 8 hours ago
RT @debsimpson3: T2 #MedEd All three focus on moving people “forward” but what varies is “towards what” and “how” do it. Advice – they can...

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T2 #meded How do we address the potential failure for an outcome in advising, mentoring or coaching? @KMarcdante

MedEd Chat @MedEdChat 8 hours ago
RT @GLBDallaghan: @debsimpson3 T2 #meded And the approaches for each relationship can be starkly different. Coaching IMO is about asking q...

MedEd Chat @MedEdChat 8 hours ago
RT @KMarcdante: @MedEdChat T2: Starting simple. T2: Advise – successful task completion; coach – successful skill development; mentor – s...

Ian CHAN @lc720008 hours ago
RT @gmcuk: Trainees and trainers, make a difference and drive the improvements you want to see to #meded. Complete your #GMCsurvey now: htt...

MedEd Chat @MedEdChat 8 hours ago
RT @GLBDallaghan: @debsimpson3 T2 #meded 8 Moments of Power in Coaching is another excellent resource to help achieve coaching outcomes https://t.co/FGm...

JGME @JournalofGME 8 hours ago
Yes. Per @KMarcdante and @debsimpson3: Learners do not always know what they want (or need). #meded https://t.co/Yfmg3LstvR

Dink Jardine, MD @dinkjardine 8 hours ago
RT @GME_MD: @MedEdChat I think outcomes are for people on both sides of the relationship Mentors/advisors/coaches are changed as are mentee...

MedEd Chat @MedEdChat 8 hours ago
RT @KMarcdante: @GME_MD @MedEdChat T2: agree - measures are for both. Looking at other literature: Outcomes in executive coaching that ap...
Diane Brown @mamab66278 hours ago
RT @PDX_Tom: @MedEdChat My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coach...

Loren @lorenlas18 hours ago
T2: agree, and a shift in habits of mind #medEd #coaching https://t.co/Ak6yXIxa5s

Tom Cooney @PDX_Tom8 hours ago
T2: #MedEd Agree but often mentor has to ‘buy into’ relationship. Hence, potential mentees need to know that may need to try several potential #mentorhttps://t.co/hKgYDOEtUm

Leslie Sheu @lesliesheu8 hours ago
Totally agree! #meded https://t.co/EiP1ANCf9s

Melanie Lybarger @MelanieLybarger8 hours ago
RT @KMarcdante: T1: Length of involvement: advise=1 session; coach=time limited (often 6mo); mentor = “life time” #meded #coaching #mento...

Melanie Lybarger @MelanieLybarger8 hours ago
RT @JournalofGME: T1: A mentor is often selected to match resources expertise w/a resident’s needs or professional interests. An advisor i...

Alliance4ClinEd @Alliance4ClinEd8 hours ago
RT @KMarcdante: @GME_MD @MedEdChat T2: agree - measures are for both. Looking at other literature: Outcomes in executive coaching that ap...

Kathryn Andolsek @GME_MD8 hours ago
@KMarcdante like these outcomes as long as individual decides What #success looks like for their own career #meded #MedEdChat @PDX_Tom @DrMedEd_iter@debsimpson3 @LAS_Inc_ https://t.co/paTdKqtLIK

Leslie Sheu @lesliesheu8 hours ago
RT @KMarcdante: @GME_MD @MedEdChat T2: agree - measures are for both. Looking at other literature: Outcomes in executive coaching that ap...

Karen Marcdante @KMarcdante8 hours ago
@GLBDallaghan T2: Not sure what you mean, exactly, Gary, but failures occur in all 3 methods - can be used as opportunity for the advisor/mentor/coach to review own skills and interaction/relationship with client. #meded #coaching #mentoring
Loren @lorenlas18 hours ago
T2: @MedEdChat starting simple is critical. I think one of the simplest actions is to listen. #MedEd https://t.co/O3sBrNfwEY

Kathryn Andolsek @GME_MD 8 hours ago
RT @debsimpson3: T2 #MedEd All three focus on moving people “forward” but what varies is “towards what” and “how” do it. Advice – they can...

Deb Simpson @debsimpson3 8 hours ago
T2 #MedEd Evaluations for advising are common - but rarely do we hear about tormentors. Performance coaching perhaps easier. @KMarcdante #JGME #mentoring#coaching https://t.co/XfehokUBsV

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @MedEdChat: Topic 2: How do the outcomes differ for advising, coaching and mentoring? #meded

Leslie Sheu @lesliesheu 8 hours ago
RT @GME_MD: @MedEdChat I think outcomes are for people on both sides of the relationship Mentors/advisors/coaches are changed as are mentee...

Thermentor.org @coolmentoring 8 hours ago
RT @paladinh: T1:In our residency, we assign advisors to help navigate the system & connect to resources. I see mentors as someone they ch...

Thermentor.org @coolmentoring 8 hours ago
RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in @MedTe...

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in @MedTe...

LAS Medical @LAS_Inc_ 8 hours ago
@GLBDallaghan @KMarcdante In advising it’s up to the advisee to take/leave advice. In coaching, anticipated failure should be discussed directly and a plan to mitigate should be developed. In mentoring, discussion seems appropriate but perhaps less action focused than coaching? #meded

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@KMarcdante T2 #meded That's what I was thinking of. I know when I advise #medstudents they may or may not follow the advice....which ultimately has led to poor academic performance.
Karen Marcadante @KMarcdante 8 hours ago
@PDX_Tom T2: great point @PDX_Tom! Same with coaches and advisors. #meded

Dink Jardine, MD @dinkjardine 8 hours ago
@introvertBSNRN @KatbeeFulgenz @DrEricLevi Many many times... yogurt, oatmeal, pudding, cakes, salad. It’s a staple utensil in our #ENTSurgery #MedEd environment. #donotjudge

MedEd Chat @MedEdChat 8 hours ago
RT @LAS_Inc_: @GLBDallaghan @KMarcdante In advising it’s up to the advisee to take/leave advice. In coaching, anticipated failure should be...

Loren @lorenlas 8 hours ago
RT @JournalofGME: T1: From @KMarcdante and @debsimpson3: Mentoring implies a long-term relationship in which experiential wisdom is offered...

Kathryn Andolsek @GME_MD 8 hours ago
@GLBDallaghan sometimes I think person needs to @be coached to end the mentoring relationship #MedEd #MedEdChat https://t.co/2MF4Hfg5dA

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @MedEdChat: Topic 1: What are the key differences between advising, coaching and mentoring? #meded

Tom Cooney @PDX_Tom 8 hours ago
T2: #MedEd Mentors sometimes ‘push’ mentees out of comfort zone, but hopefully not as ‘tormentors' https://t.co/rRzBQz5qHS

Kathryn Andolsek @GME_MD 8 hours ago
RT @Cindy_Ku_MD: @debsimpson3 @KMarcdante @PDX_Tom @GME_MD @carens8892 #MedEd #MedEdChat T2 sometimes we need to decide for them (advising...

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @dinkjardine: @MedEdChat T1: as a surgeon and clinician-educator I think coaching requires the most “substrate specific” work. Advisin...

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @JournalofGME: T1: From @KMarcdante and @debsimpson3: Mentoring implies a long-term relationship in which experiential wisdom is offered...
MedEd Chat @MedEdChat 8 hours ago
Topic 3: How should we monitor success in each of these roles? #meded

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @PDX_Tom: T1: #MedEd #MedEdChat I don't think mentors can be assigned. Needs to be mutual, more like dating. Advisors and coaches can de...

Loren @lorenlas 18 hours ago
@LAS_Inc_ @MedEdChat @GLBDallaghan @KMarcdante Wondering about the role of advocacy in each of these spheres. Agreed re: discussion and mentoring. Perhaps more supportive than outcomes based. #MedEd

Angela Sargent @sargentangela 18 hours ago
RT @debsimpson3: T1 Mentors provides support and challenge around vision of career plan. Bower has classic on faculty mentoring in @MedTe...

Loren @lorenlas 18 hours ago
RT @LAS_Inc_: @GLBDallaghan @KMarcdante In advising it’s up to the advisee to take/leave advice. In coaching, anticipated failure should be...

LAS Medical @LAS_Inc_ 8 hours ago
@GME_MD @GLBDallaghan Certainly a possibility—advisers, coaches, and mentors all need to assess continuously whether the relationship is working, and if not, help it to dissolve amicably/with new connections if possible #meded

Thermentor.org @coolmentoring 8 hours ago
RT @debsimpson3: T2 #MedEd Evaluations for advising are common - but rarely do we hear about tormentors. Performance coaching perhaps easi...

Kathryn Andolsek @GME_MD 8 hours ago
Hugely important point @Cindy_Ku_MD as the only certainty is there will be change - @debsimpson3 @PDX_Tom @DrMedEd_itor @GLBDallaghan @KMarcdante@MedEdChat #MedEd https://t.co/sOWI9C34EY

Deb Simpson @debsimpson3 8 hours ago
T2: Agree - @PDX_Tom and that's the fun, creativity and art of mentoring to balance the support with challenge towards the protege's vision - and that balance can change based on protege's #Wellbeing #mentoring #JGME #MedEd https://t.co/SacBVxYvhJ
Wondering about the role of advocacy in each of these spheres. Agreed re: dis...

All three focus on moving people “forward” but what varies is “towards what” and “how” do it. Advice – they can...

Again - starting simply: Advise – task completed effectively Coach – behavior change, skill development Mentor career trajectory, satisfaction #meded #coaching #mentoring #theCGEA #JGME

Establish benchmarks when you begin. Ask "What would make this a success for you?" #mentoring #coaching #JGME https://t.co/NgtuqYA3rS

How do you define "effectively"?

#meded

T3 in what circumstances would an institution define success of a mentoring/advising/coaching relationship instead of the participants? #meded

In all these relationships both sides must engage #medEd #MedEdChat https://t.co/aDA1uqCufX

Establish benchmarks when you begin. Ask "What would make this a success for you?" #mentoring #coaching #JGME...

To the satisfaction of the person seeking advice (and hopefully, the advisor). #meded
Tom Cooney @PDX_Tom 8 hours ago
T3: #MedEd Roles are so different. Will depend on local institutional understanding of what each role is, any defined expectations, but ultimately, impact on learner. https://t.co/69yAtWk8YT

Deb Simpson @debsimpson3 8 hours ago
T3 #MedEd Advisors: Is it enough to just “give good advice”. Are advisors successful only if advice is taken? #meded #thecgea #mentoring #coaching #JGME @KMarcdante https://t.co/zuxz1wL9rr

Thermentor.org @coolmentoring 8 hours ago
RT @debsimpson3: Agree - @PDX_Tom and that's the fun, creativity and art of mentoring to balance the support with challenge towards the…

Kathryn Andolsek @GME_MD 8 hours ago
RT @LAS_Inc_ @GME_MD @GLBDallaghan Certainly a possibility—advisers, coaches, and mentors all need to assess continuously whether the rela…

Deb Simpson @debsimpson3 8 hours ago
T3 #MedEd Great Q and perhaps that's defined it the "role" is one that is assigned as part of structured educational program #mentoring #coaching @hur2buzy https://t.co/KyPTtVvAvA

Karen Marcdante @KMarcdante 8 hours ago
@hur2buzy T3: Good question. When paying it becomes more pertinent to institutions. Then could monitoring ROI especially if $$ spent on preparing coaches/mentors may help demonstrate value. #meded #coaching #mentoring #thecGEA
Kathryn Andolsek @GME_MD 8 hours ago
RT @MedEd_Journal: Harassment and discrimination are prevalent in a top UK medical institution. #meded #discrimination https://t.co/Oj65QoH...

Tom Cooney @PDX_Tom 8 hours ago
T3: #MedEd For one, when they are specifically paid ($, FTE) for those roles. https://t.co/xNV88IoZLW

Melanie Lybarger @MelanieLybarger 8 hours ago
RT @debsimpson3: T3 #meded Establish benchmarks when you begin. Ask "What would make this a success for you?" #mentoring #coaching #JGME...

Karen Marcdante @KMarcdante 8 hours ago
@PDX_Tom T3: The institution may also be looking at big picture based on goals—engagement, climate surveys, retention/voluntary turnover, ratio of internal/external candidates selected for positions, wellness #meded #coaching #mentoring #theCGEA #JGME

MedEd Chat @MedEdChat 8 hours ago
#meded https://t.co/7KmbpQ93B1

Tom Cooney @PDX_Tom 8 hours ago
T3: #MedEd No! And important that both parties start with understanding that it is OK to use or ignore any advice. https://t.co/glAtFRgszZ

Larry Hurtubise @hur2buzy 8 hours ago
@debsimpson3 Yes and the structure of the education program can make some of the mentoring transitions like starting and ending smoother. #MedEd

MedEd Chat @MedEdChat 8 hours ago
RT @PDX_Tom: T3: #MedEd No! And important that both parties start with understanding that it is OK to use or ignore any advice. https://...

Thermentor.org @coolmentoring 8 hours ago
RT @debsimpson3: T3 #MedEd Great Q and perhaps that's defined it the "role" is one that is assigned as part of structured educational progr...

Kathryn Andolsek @GME_MD 8 hours ago
Great question @debsimpson3 am I successful as a doc if I just give good advice to my patients? Or only if advice is taken #MedEd #MedEdChat https://t.co/UpmzlY0DC
This view of advising seems very similar to treatment plans #MedEd

One of the most important questions for #MedEd #Advisor, #Mentor, #Coach (and sometimes Friends--esp. when finishing your dissertation!) @fayehaggar @HSE_SMch https://t.co/jvn3T7ZeN

Is it always ok to choose to take/ignore advice? I’d argue maybe only in an advising relationship, and even there all instances where you ignore have the potential to damage the relationship #meded

RT @GME_MD: Great question @debsimpson3 am I successful as a doc if I just give good advice to my patients? Or only if advice is taken #Med...

RT @debsimpson3: T3 #MedEd Great Q and perhaps that's defined it the "role" is one that is assigned as part of structured educational progr...

Perhaps this goes back to clarifying the roles and defining the goals. #coaching #mentoring #advising

T3: Great analogy re patients. Highlights that we should give less advice and more information, options, while exploring understanding by advisee. https://t.co/hwu5sEyMRy
T3: to switch a little. What about measures of self efficacy? Is that what we are p...

T3: to switch a little. What about measures of self efficacy? Is that what we are p...

Advisors: Is it enough to just “give good advice”. Are advisors successful only if advice is taken? #meded 

interesting notion about outcomes - pondering if it was a "faculty" being mentored or coach if outcomes are different. Are stakes higher if physician "coached" focuses on professionalism or teamwork? #JGME #faculty

interesting notion about outcomes - pondering if it was a "faculty" being mentored or coach if outcomes are diff...

interesting notion about outcomes - pondering if it was a "faculty" being mentored or coach if outcomes are diff...

Also need to think of satisfaction of the mentor not just mentee. Often time the greatest (most successful?) mentors are in high demand - how do you balance utilization of great mentors v oversaturation of mentees? #meded #mentoring

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded

Professionalism development is always high stake as it is at core of being a physician https://t.co/U5pUTtHfkD
Gary Beck Dallaghan  @GLBDallaghan 8 hours ago
@USFIMres @MedEdChat  T3 #meded Although I’m not good at this, we as mentors or coaches need to know our bandwidth and be able to say no.

Kathryn Andolsek  @GME_MD 8 hours ago
RT @debsimpson3: T3 #meded interesting notion about outcomes - pondering if it was a “faculty” being mentored or coach if outcomes are diff...

Katie Huggett, PhD  @MedEdKatie 8 hours ago
#meded Also note tangible outcomes of sponsorship, a variant of mentoring. https://t.co/yxCOphdhtN

Larry Hurtubise  @hur2buzy 8 hours ago
@USFIMres @MedEdChat Yes and Mentors also report career satisfaction and other benefits of mentoring #MedEd #MedEdChat

Karen Marcdante  @KMarcdante 8 hours ago
@USFIMres @MedEdChat T3: Always an important issue - a mentor would hopefully limit the number of mentees. Of course they need to be coached to say no then :) #meded

LAS Medical  @LAS_Inc_ 8 hours ago
@debsimpson3 There are some situations where outcomes aren’t optional—jobs depend on improvement. This maybe depends on the goals of the relationship and the circumstances under which the relationship was initiated #meded

Gary Beck Dallaghan  @GLBDallaghan 8 hours ago
@MedEdChat #meded Final Thought: I learned a lot about the differences between these important relationships tonight. Thanks @KMarcdante & @JournalofGME for guest hosting!

Dink Jardine, MD  @dinkjardine 8 hours ago
RT @drjfrank: @sginsburg1 @AcadMedJournal @MedEd_Journal @MedTeachJournal @PDX_Tom Yep. All the time. Affects our practice plan’s scholarship points...

Tom Cooney  @PDX_Tom 8 hours ago
T3: #MedEd Great discussion. The Deiorio et paper on Coaching: does challenge us to rethink some of our traditional ideas around advising and #mentoring. https://t.co/4Hayusaaea https://t.co/FeMHMunpgp

LAS Medical  @LAS_Inc_ 8 hours ago
RT @USFIMres: @MedEdChat A3: Also need to think of satisfaction of the mentor not just mentee. Often time the greatest (most successful?) m...
Melanie Lybarger @MelanieLybarger 8 hours ago
RT @debsimpson3: T3 #meded interesting notion about outcomes - pondering if it was a "faculty" being mentored or coach if outcomes are diff...

MedEd Chat @MedEdChat 8 hours ago
#meded #jgme https://t.co/seYdHYgyfL

KHopperMD/MBA @KHopperMD_MBA 8 hours ago
#MedEd One element of success in the coaching realm is the potential LACK of acknowledgement of assistance by student to their coach. This can reflect a deep feeling of ownership as to the outcomes achieved (a good thing).

Kristina Dzara, PhD @kristinadzara 8 hours ago
RT @debsimpson3: T3 #meded Establish benchmarks when you begin. Ask "What would make this a success for you?" #mentoring #coaching #JGME...

Karen Marcdante @KMarcdante 8 hours ago
@PDX_Tom T3: absolutely! Also need to consider aligning the needs/expectations of the person seeking and the person giving guidance. #meded. Thanks for a wonderful chat!

MedEd Chat @MedEdChat 8 hours ago
Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded

LAS Medical @LAS Inc 8 hours ago
Great chat tonight! Lots of interesting questions and some reading for us to go do—thanks to everyone who participated and to @JournalofGME and @KMarcdante for hosting! #meded

Tom Cooney @PDX_Tom 8 hours ago
T3: #MedEd The best outcome of a mentoring relationship is when your menthe surpasses you! https://t.co/aXgCIwjWgZ

Dink Jardine, MD @dinkjardine 8 hours ago
RT @JournalofGME: #JGME editors are guest hosting a #meded chat tonight about choosing when to advise, coach, or mentor. Join us at 8 pm CT...

Kristina Dzara, PhD @kristinadzara 8 hours ago
RT @debsimpson3: T1: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut https://t.co/ed6RHvDLk9 #mentoring #coaching #me...
What a great discussion! Thanks everyone for joining the #meded chat. And thanks to @MedEdChat for moderating.

The best outcome of a mentoring relationship is when your mentee surpasses you! [link]

That's a wrap...I will be posting the archive tomorrow morning. Thanks everyone for participating! #meded

The #meded chat (US/NAm) archive will be available tomorrow at [link] on the Resources page.

Interesting point @DrMedEd_itor we forgot as an outcome the "joy" that comes when we are successful - be it as an advisor, coach or mentor.

Great #mentor#coaching discussion! @KMarcdante #JGME [link]

coaching for faculty and leaders is still in its infancy. I can't wait to see what we are chatting about in 5 or 10 years. [link]

Yep. All the time. Affects our practice plan's scholarship points...

Thank you for this conversation! #coaching #LASMedical

coaching for faculty and leaders is still in its infancy. I can't wait to see what we are chatting about in 5 or 1...

My concept of mentoring is less formal and more organic; and more relational, whereas I see advising, and now coach...
Mentoring is like gardening because it takes some planting, watering, feed, and pruning to be fruitful. #MedEd

RT @hur2buzy: Mentoring is like gardening because it takes some planting, watering, feed, and pruning to be fruitful. #MedEd

RT @2LindaMLove: Coaching for faculty and leaders is still in its infancy. I can't wait to see what we are chatting about in 5 or 1.

RT @2LindaMLove: Key differences per @Kmarcdante and me as highlighted in #JGME RipOut.

Thank you to my Guru @KMarcdante and all for a thoughtful #MedEdChat on mentoring/advising/coaching.


Key differences per @Kmarcdante and me as highlighted in #JGME RipOut.

Jeanna Parsons Leigh @JParsonsLeigh 7 hours ago
@ChrisWatling3 this #MedEd chat on coaching made me think about the presentation you gave @westernuCERI this week. Interesting stuff! https://t.co/SKdZdQ3Nnm

Frank Cacace @cacace_frank 7 hours ago
Proposing an advisor/ee, coach/coachee, mentor/mentee #wellness unit. Doing mentorship right makes me whistle on my way home. #meded #mededchat https://t.co/T0ZTPy2To2

Amaal Starling, M.D. @AmaalStarling 7 hours ago
RT @2LindaMLove: #MedEd coaching for faculty and leaders is still in its infancy. I can't wait to see what we are chatting about in 5 or 1...