

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:

"Yes, as positive difference is that I have decided that I do not want to retire from GP yet. I am lucky that I still enjoy most aspects of my work and appreciate how lucky I am to feel like this. I'm certain that I could have not continued in general practice for more than 2-3 years. Now I am working toward retiring in 10 years".

"Opportunity to explore my worries and fears about my position in general practice in a non judgemental and supportive environment. My coach was able to support me to see how me adjusting my approach to problems can make a big difference in how stressed I get and allow me to find solutions. It wasn't just generic advice, it really was specific to me as an individual."

"The coaching has really helped to start to work in a much more sustainable way I'm feeling better regarding work and my confidence has really improved".

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 2025. 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 by completing this form

Closing date for applications is **close of business on Friday 31 July 2024**

For any queries, please contact the GP Coaching Team

GPCoaching@nes.scot.nhs.uk