

## Taking a Coaching Approach to Supervision

The McMaster SLP program encourages Clinical Instructors to be “clinical coaches”, utilizing the following learning points from the [McMaster Program for Faculty Development recorded webinar, “Coaching in the Health Professions” \(June 30, 2020\)](#):

- The student and their clinical coach should together **take a continuous improvement perspective**, with the goal of the student achieving 1.5 years of improved performance in 1 year.
- The student and their clinical coach should **demonstrate collaborative engagement toward this goal** with mutual reflection on performance and how to continually improve.
- **Expectations should be clear.**
- **Failure should be viewed as inevitable, beneficial, and as a catalyst for further learning.** The student should be comfortable with vulnerability and with accepting critical feedback as being in their own best interests and necessary for their continuous growth. The clinical coach needs to create a trusting environment that supports vulnerability as a positive step toward continuous growth.
- **The clinical coach should equally strive for continuous improvement as a coach**, including acknowledging their own vulnerability as a catalyst for their own growth.
- The student and clinical coach should recognize that **practice alone is not sufficient for continuous improvement** – 10,000 swings of a golf club will not necessarily make you better, but an observant coach will. **The clinical coach should observe and dissect all components of the student’s performance, compare to the standard, and provide actionable items for the student to carry out the next time.**
- **The clinical coach should help build the student’s social capital by involving them in important projects and promoting their strengths with other team members.**

### Additional Articles on Coaching:

[https://journals.lww.com/academicmedicine/Fulltext/2019/01000/Mentorship\\_Is\\_Not\\_Enough\\_Exploring\\_Sponsorship.29.aspx](https://journals.lww.com/academicmedicine/Fulltext/2019/01000/Mentorship_Is_Not_Enough_Exploring_Sponsorship.29.aspx)

[https://www.tandfonline.com/doi/pdf/10.1080/03075079.2018.1544235?casa\\_token=yv12scSDMj0AAA:AAA:d0q96Wi3qKucPiTwdMg4IwC9upRPDiq2BoBVclTta7wWmr\\_jdX8gXCoRrCZGBBviHZNxNHkgWk17](https://www.tandfonline.com/doi/pdf/10.1080/03075079.2018.1544235?casa_token=yv12scSDMj0AAA:AAA:d0q96Wi3qKucPiTwdMg4IwC9upRPDiq2BoBVclTta7wWmr_jdX8gXCoRrCZGBBviHZNxNHkgWk17)

[https://onlinelibrary.wiley.com/doi/pdf/10.1002/aet2.10431?casa\\_token=2u\\_aJgsnV70AAAAA:GIMOG7kho-UBdT4zVd1u3aWSHJmjcmC3n\\_HUphVRz2IG8EXOPisbujQcJTZhsodLdAGQF20TBkvHrg](https://onlinelibrary.wiley.com/doi/pdf/10.1002/aet2.10431?casa_token=2u_aJgsnV70AAAAA:GIMOG7kho-UBdT4zVd1u3aWSHJmjcmC3n_HUphVRz2IG8EXOPisbujQcJTZhsodLdAGQF20TBkvHrg)

### Additional Recorded Webinar on Coaching:

<https://www.macpfd.ca/modalities/coaching-mentorship/1on1-a-day-in-coaching>