

CERTIFIED PHYSICIAN DEVELOPMENT COACH™

USING THE “SELA” COACHING GUIDE FOR CLINICIANS WHO ARE MANAGING CRISIS

Whenever clinicians are on the front lines of a crisis, it’s more important than ever for them to have a space in which they can get a clear picture of what’s going on inside them, connect with their core values, and evoke their strengths and greater self.

Encourage/allow the Coachee to articulate what is happening; how it is impacting him/her. Then support him/her to identify choices, tools or resources in the face of that reality. These situations call upon the Coach to remain grounded, centered, compassionate and patient.

<p>The SELA coaching framework creates a safe space within which to have an ad hoc coaching conversation in times of challenge, overwhelm, frustration, and uncertainty. Furthermore, the framework assists the coach in staying appropriately in a <u>coaching</u> role. (Ask the Coachee how much time s/he has and be the timekeeper during the session. This coaching framework is for a 15-30-minute conversation.)</p>	
Settle:	<ul style="list-style-type: none"> • <i>Invite the Coachee to join coach in a breathing activity to settle into the space (1 minute)</i> <ul style="list-style-type: none"> ○ <i>Example: Take 30 to 35 seconds; breathe in with a count of 6, hold breath at the top for a count of 2, exhale to a count of 4 (a minimum of 3 rounds)</i> ○ <i>Use another centering technique or breath activity that you already know</i>
Empathize:	<ul style="list-style-type: none"> • <i>State the obvious, for example:</i> <ul style="list-style-type: none"> ○ <i>You’re dealing with a very challenging situation... or,</i> ○ <i>I’m here with you to listen to how you’re being impacted and help you identify choices you can make for your well-being</i>
Listen	<ul style="list-style-type: none"> • <i>Invite the Coachee to take 2-3 min to describe their situation and its effect on them</i> • <i>Next, inquire: Out of that, what is most important for us to focus on right now? (TOPIC)</i> • <i>Next, inquire: What do you hope will change for you as we explore that today? (OUTCOME)</i> • <i>Ask questions and reflect observations</i> • <i>Focus on the Coachee (not their situation)</i>
Affirm:	<ul style="list-style-type: none"> • <i>As we’ve explored to this point, what progress has been made toward (OUTCOME)?</i> • <i>What do you understand now about (TOPIC) that wasn’t clear before?</i> • <i>What strengths and tools have you used in a similar situation in the past?</i>

SELA Coaching framework with permission from Amora Ross, MCC, Positive Life Works™