**Family Medicine Resident   
Individualized Learning Plan (ILP) – Coach Talking Points**

*This document mirrors the ILP for residents but coach’s notes have been added. Those notes are italicized, in red.*

**Resources for assistance in creating plans:**

* [Core Outcomes of Family Medicine](https://www.stfm.org/teachingresources/resources/epascompetenciesmilestones/overview/#35681)
* [Core Outcomes Mapped to ACGME Subcompetencies](https://stfm.org/teachingresources/resources/epascompetenciesmilestones/overview/#35991)
* My Personal Portfolio (create your own link)

Resident: Select PGY

Advisor/Coach:

Today’s Date: Click or tap to enter a date.

***Pause****. Take a moment to model shifting gears, transitioning to be present for the resident and this process.*

**Individual***Inquire about any updates on the resident’s future practice goals.* “As it stands now, what are your professional plans once you graduate? Anything changing for you at this point?” Normalize.

As of right now, my future practice goals include (check all that apply):

Outpatient only

Inpatient only

Inpatient/Outpatient/Faculty

Rural

Obstetrics

Clinical Leadership

Fellowship in:

**Strengths***Inquire about any newly discovered strengths and bring forward previously listed strengths.*

**Things I still need to work on for my future career***Inquire about what the resident feels are important areas to grow in support of their future career.*

**Learning***Celebrate objectives that were completed and inquire about any perceived barriers to completion of the others.*

* “Since we last met, what is going well?” (Appreciative inquiry – to combat the natural negativity bias which is especially strong under stressful times).
* “What if anything specific to your last SMARTIE goals) is it progressing well?”
* “What have you learned?” “What have you learned about yourself?”
* “What do you feel got in the way of some of your objectives?”
* “What ideas for strategies to overcome those come to mind?”

Review and reflect on your previous learning plan SMARTIE objectives. What progress did you make? What have you learned? Which objectives do you still need to work on? What obstacles did you face? What strategies can address the obstacles?

**Plan***Invite the resident to reflect on 2-3 growth objectives and 1 wellness objective they have identified for the next few months. Partner with the resident to refine the objectives into SMARTIE (Specific, Measurable, Attainable, Realistic, Time-Bound, Inclusive, and Equitable) objectives linked to the* [*Core Outcome*](https://www.stfm.org/teachingresources/resources/epascompetenciesmilestones/overview/#35681)*s of Family Medicine Education. Avoid the natural tendency to give advice and make recommendations unless clearly needed. ““You identified some strategies for continuing last meeting’s SMARTIE goals. Which of those would you like to continue to work on? What new ones would you like to add?”*

***Reflect*** on 2-3 growth areas and 1 well-being objective you would like to work on for the next several months. Write your objectives below, and then your advisor/coach will help you ***refine*** them into SMARTIE (Specific, Measurable, Attainable, Realistic, Time-Bound, Inclusive, and Equitable) objectives linked to the [Core Outcome](https://www.stfm.org/teachingresources/resources/epascompetenciesmilestones/overview/#35681)s of Family Medicine Education.

Objective 1:

Objective 1 links to Core Outcome: Choose an item.

Objective 2:

Objective 2 links to Core Outcome: Choose an item.

Objective 3:

Objective 3 links to Core Outcome: Choose an item.

Well-being objective: