

COACHING FOR PHYSICIANS

2026 - 2028

6 hours of Practice Assessment Credits
(Category B / Section 3)



MÉDECINS
FRANCOPHONES
DU CANADA

COACHING :



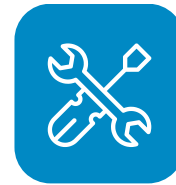
TARGET AUDIENCE

Médecins francophones du Canada offers an accredited practice assessment activity, developed specifically for clinician physicians.



HOW COACHING WORKS

Coaching is a developmental approach that helps individuals realize their full potential by developing and implementing effective strategies to achieve their goals.



COACHING RESOURCES

A variety of coaching tools (strengths assessment, communication style, energy indicator, etc.) may be used to support the coaching process, depending on the participant's needs and objectives.

LEARNING OBJECTIVES

By the end of this activity, participants will be able to :

- Gain a clearer understanding of their professional situation
- Set their desired goals for improvement, achievement, or transformation
- Create an action plan that takes into account success indicators and CanMEDS best practices, in order to take action and reach their goals

COACHING PROCESS

A personalized, structured process that allows for confidential reflection on your practice.

- ① **Personal work (1h)**
 - Participant reflection on the objectives or development targets envisioned, and creation of an action plan
 - Reading materials, use of tools, and updates to the action plan
- ② **Coaching sessions (5h)**
 - One or two objectives (S.M.A.R.T. model) are set, with identification of effective, concrete indicators
 - The action plan serves as a guide throughout the sessions to track actions taken and recognize progress

PHYSICIANS BY PASSION

Discover the benefits of membership.

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TO REGISTER, VISIT OUR WEBSITE
OR CONTACT

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EXAMPLES OF COACHING OBJECTIVES

Related to the CanMEDS competencies :

PROFESSIONAL

- Restore balance between professional and personal life
- Increase job satisfaction and engagement
- Improve professional expectations and demands
- Develop new professional habits and address issues such as procrastination, perfectionism, etc.

COLLABORATOR

- Optimize teamwork and team dynamics
- Improve participation within teams or committees
- Learn to better manage shared decision-making

LEADER

- Strengthen organizational and administrative competencies (managing labs, appointments, emails, time, and priorities)
- Learn to resolve, manage, and prevent disagreements or conflicts
- Experiment with new leadership skills (self-awareness, emotional intelligence, etc.)
- Improve adaptability to change

COMMUNICATOR

- Improve active listening
- Better manage disagreements and highly emotionally charged conversations
- Learn to have courageous conversations

SCHOLAR

- Learn to deliver and receive critical feedback constructively
- Develop a coaching mindset with learners and colleagues

FORMAT

The coaching process takes place over several months, with a frequency of sessions adapted to the clinician's needs and availability. It includes 5 hours of coaching plus 1 hour of personal work. Sessions, held in person or virtually, last approximately 60 minutes. Session dates are to be arranged between the coach and the physician.

LIMITS OF COACHING

Coaching is not psychotherapy or a consulting service.

SCIENTIFIC PLANNING COMMITTEE

- Diane Poirier, MD, MSc, Chair
- Nicole Parent, Ph.D.
- Julie Desmeules, M.D.

OUR COACH



JULIE DESMEULES M.D.

ACC-certified coach with the International Coaching Federation.

FEES

MEMBERS	NON-MEMBERS
1 116 \$ + tax	1 314 \$ + tax