



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

Selected comments from Scottish GPs who have taken part in the coaching:

"That is has been extremely helpful - that it gave me time to reflect and to change how I approach work. I received a lot of good advice. I don't feel so isolated, and I came to value the sessions highly."

"I found it very helpful especially in regard to the business aspects of being a partner and thinking through some difficult conversations with staff and colleagues. I think GP can be quite an isolated job and it was good to have an external support to discuss things with."

"Really helpful and has hopefully allowed me to rebuild myself and keep me in the profession."

"It has been a positive and worthwhile use of time, allowing me to gain a much better understanding of what is important to me, my strengths and how I can move forwards in my career. It wasn't easy, and felt intense at times, but I'd definitely recommend it."

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 is managed by the NHS Education for Scotland (NES) Coaching Service. The coaches are all professionally qualified and experienced in coaching individuals from variety of professions within the health service.

We have up to 40 places available for application in Wave 1 Spring/Summer 2025-26. 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 2026. 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 at

<https://forms.office.com/e/ypL1viCfqc>

Application period is **open from 22nd April to 20th May 2025**.

For any queries, please contact the GP Coaching Team GPCoaching@nes.scot.nhs.uk

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