

# Could this be you?

## Practice Coach

---



### What people like about you

You are warm, friendly, reliable, full of energy, a great listener, flexible, a good problem-solver, helpful, honest, trustworthy, confident, self-motivated, caring, generous and kind. You pay attention to detail, and you have a can-do attitude.

### What matters to you

- **People:** you are a people person; you love getting to know other people, spending time with people and working as part of a team. You enjoy working with groups and individuals in a continuous learning environment and seeing people flourish.
- **Being curious:** you like to stay up to date with best practice, and are happy to research developments in health and social care.
- **Making a difference:** you love to know that you are making a difference in people's lives, and making a positive difference in the world, however small this may be. You want to be sure that you use your experience of leadership in health and social care to make things better and to work in innovative ways.
- **Self-managed teams:** you have a commitment and passion for helping organisations to work in better ways.
- **Trying new things and being up for a challenge:** you love having a go and trying something new; you are up for learning new technology, and having variety in your life and work.
- **Quality of support:** you are passionate about delivering the best person-centred support possible and providing opportunities for your colleagues to continuously learn and improve practice.
- **Being flexible and using your initiative:** you would hate to do the same job in the same way every day and love variety; you are a bit of a risk taker.
- **Taking responsibility:** you are happiest working in a supportive and connected team, making decisions together and trying new ideas.
- **Celebrating achievements of others:** you love assessing and developing the competence of colleagues so that they reach their full potential.

## How we will support you

- You will be part of a small self-managed team with the Wellbeing Leader, Team Coach and Community Circle Connectors, who you will get to know well.
- You will spend time together to think, plan and make decisions in team meetings, every week or fortnight.
- We provide you with the right training to carry out your role – brilliantly!
- You will be given a Practice Coach Handbook that has all the information about how your role works.
- As part of your induction, your team will develop its own Person-Centred Team Plan which describes what matters to you as a team and how you work together.
- You will not have a traditional manager; you will receive support and direction from your team and from the Wellbeing Advisor for Performance, Learning and Development.
- You will be part of the Practice Coach Community of Practice that meets four times a year.