

FUNCTION **FIRST** COACHING™

From Clinician to Changemaker:

How a Coach Approach Elevates
Leadership in Occupational
Therapy

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Full Disclosure

Presenter is the creator of the content in your material.

Presenter is the founder of Function First Coaching Inc., which offers additional trainings and services.

The 60% Crisis : One Problem

Practitioner Attrition



- Considering leaving the profession
- Loss of purpose and professional identity
- High rates of moral injury and burnout

Client Non-Adherence



- “Simply stop” behaviors
- Lack of follow-through
- Minimal client outcomes

(Foley et al., 2021; Panovich, 2025; Pruitt et al., 2025; Yeoh et al., 2024)

The 60% Crisis : One Problem

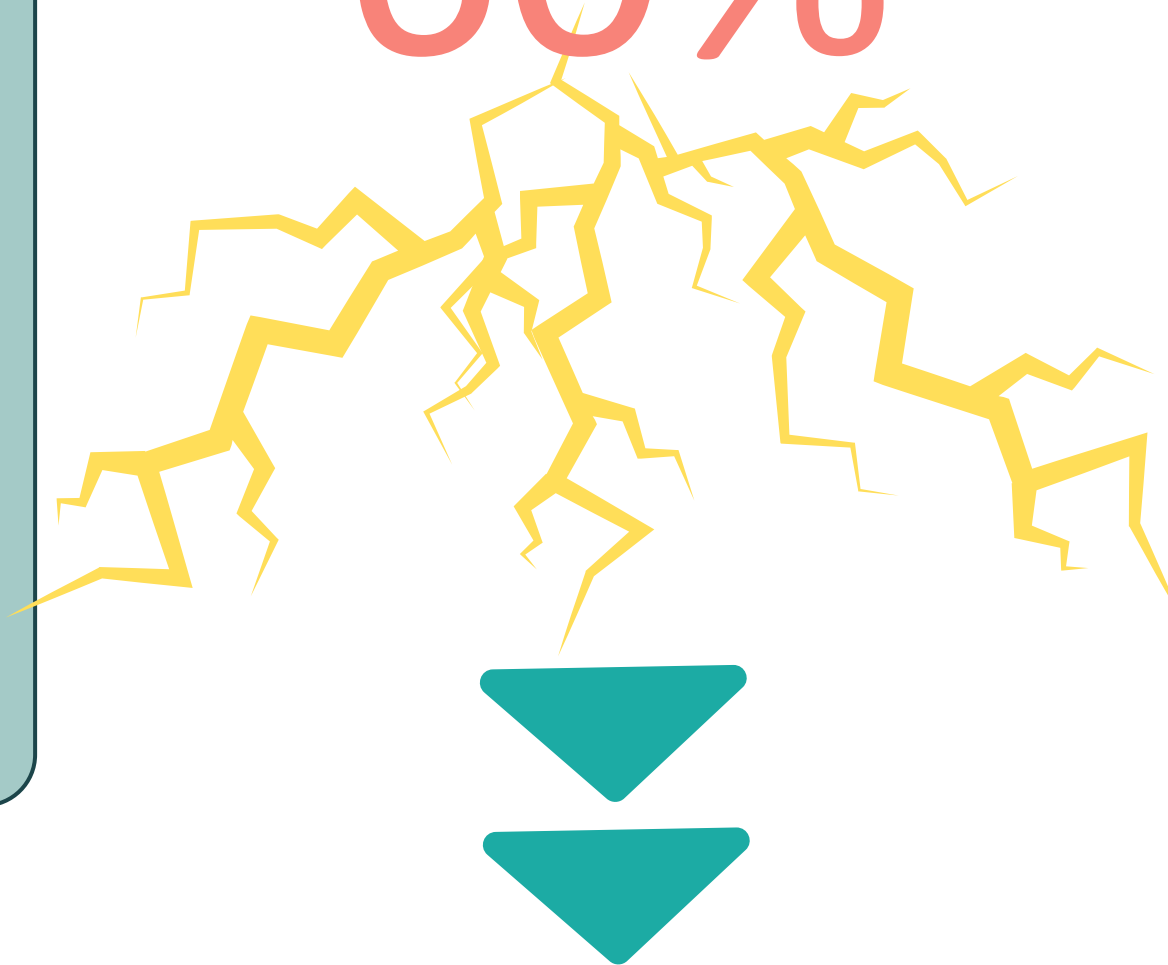
Practitioner Attrition



- Considering leaving the profession
- Loss of purpose and professional identity
- High rates of moral injury and burnout

Burnout Problem

60%



Client Non-Adherence



- “Simply stop” behaviors
- Lack of follow-through
- Minimal client outcomes

Compliance Problem

The Medical Model Failure

Authoritative "Fixing" vs. Human Connection

(Foley et al., 2021; Panovich, 2025; Pruitt et al., 2025; Yeoh et al., 2024)

How Many?



My Story

The Fixer Burden



Perceptual
Barriers

Clinical
Goals



The Partner's Discovery



My To Do List Went Down
As Client Accountability Went Up

The Backpack Problem

14%

- Administration
- Policy. Management
- Strategic Planning



(Duke University, n.d.; Eddison, et al., 2023; Smallfield et al., 2019; University of Wisconsin-Madison, 2024)

The Backpack Problem



- Lead Systems
- Fix Client Problems

- Lead Conversations
- Partner with Clients

(Salazar, 2022; Smallfield et al., 2019; Thériault, 2026)

The Backpack Problem

- Empathy = emotional overload
- Problem-solving = fixer trap



(Hu et al., 2024; Thériault, 2026; Yeoh et al., 2024)

The Backpack Problem



The Backpack Problem



There's only so much space

(Bain et al., 2025; Panovich, 2025; Thériault, 2026)

Fixing



Partnering



One Question



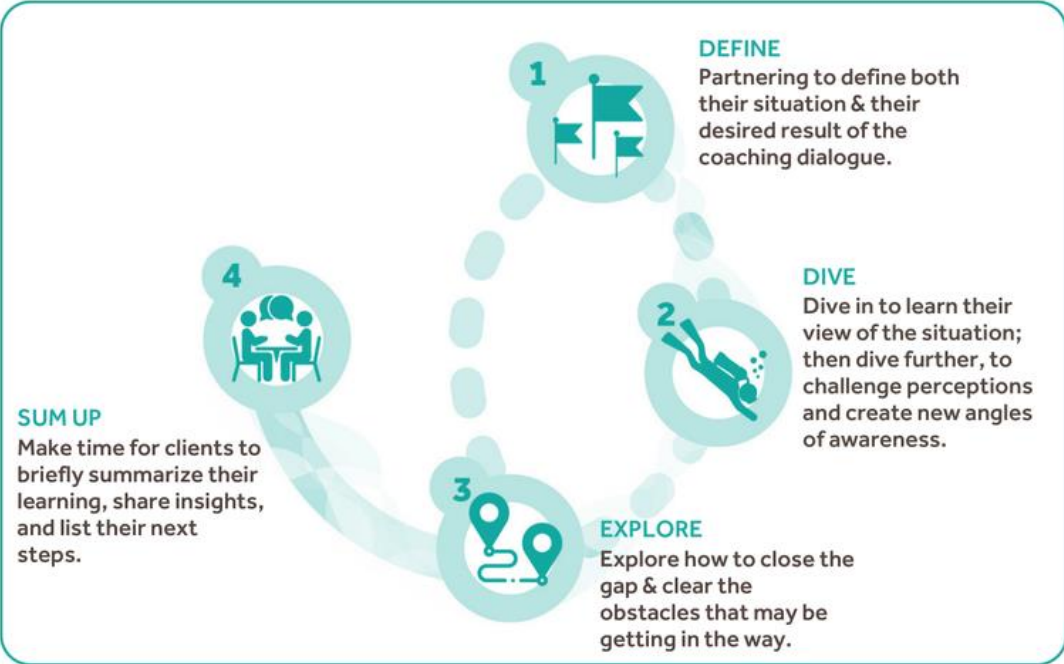
One Question

"What's the one thing you want to focus on today?"

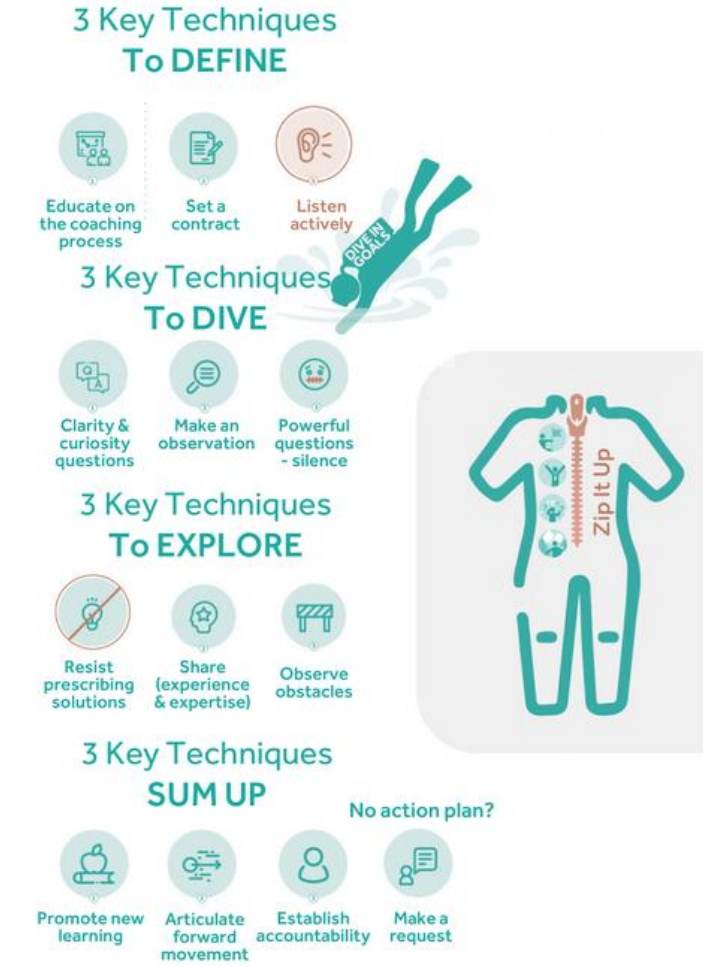


Coach Approach in Healthcare

Dive Into a Coach Approach® Framework



Dive Into a Coach Approach® Techniques

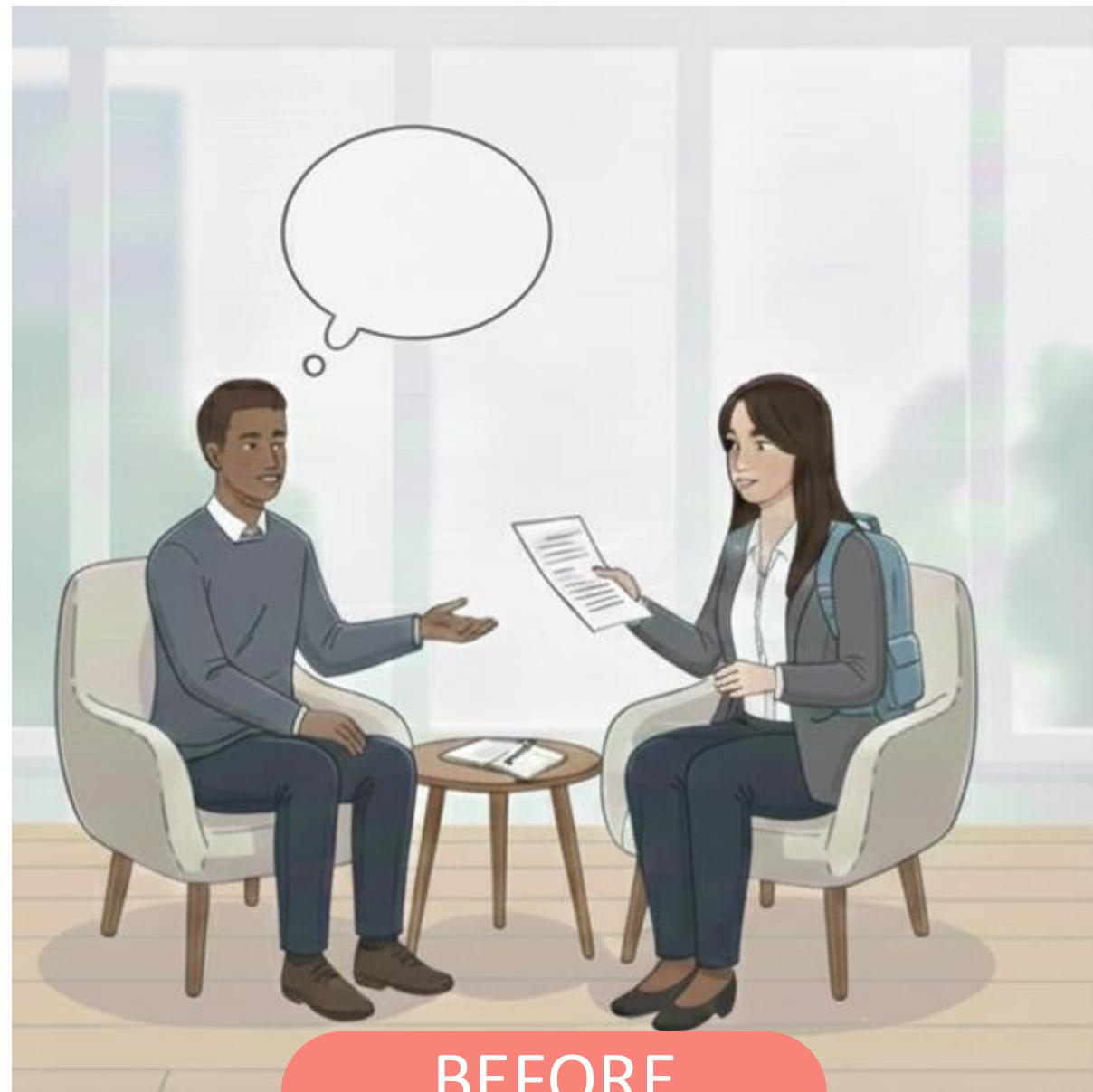


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Dive Into a Coach Approach® Mindset



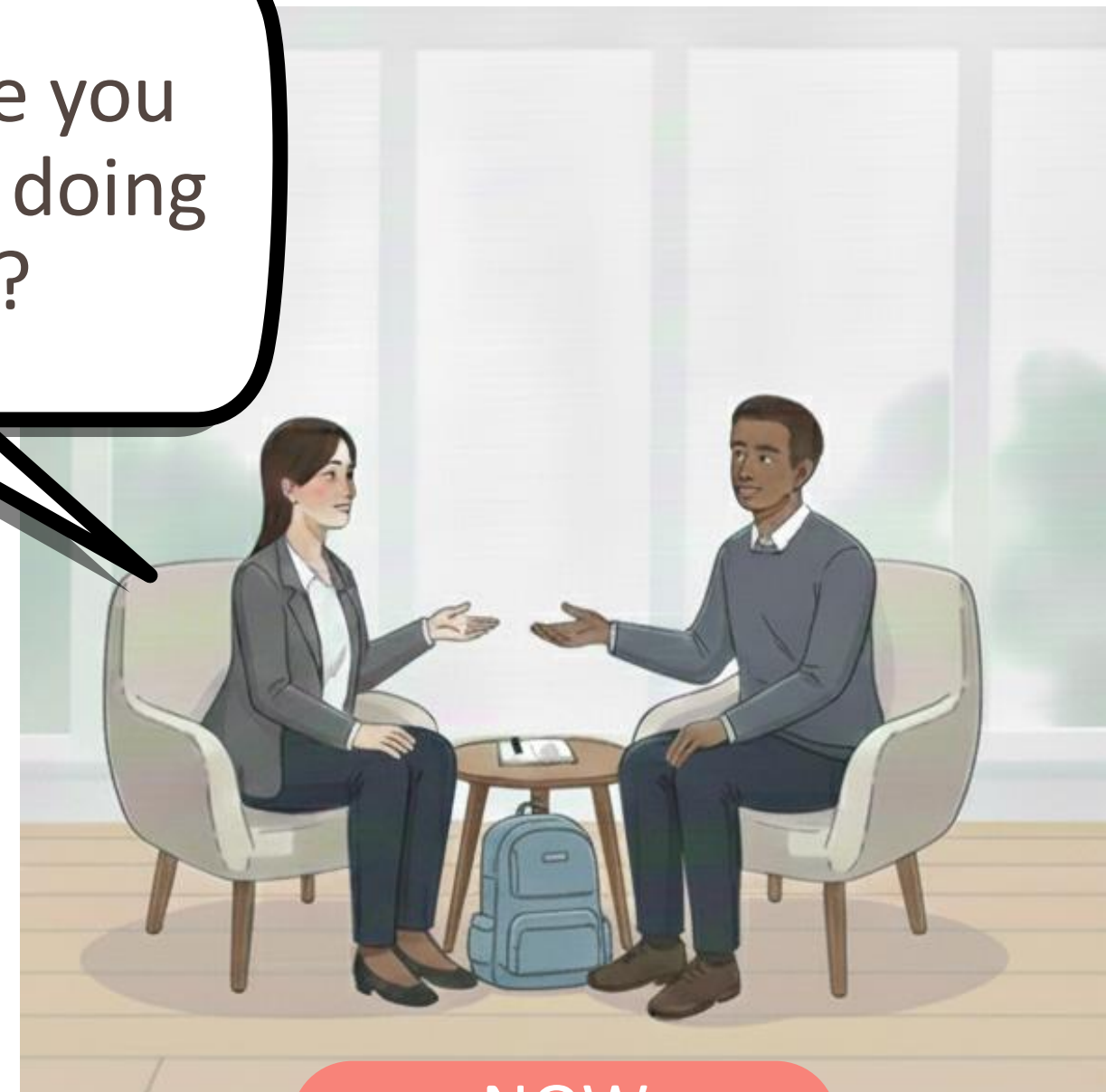
Same Skill. Different Scale.



BEFORE

Fixer

What have you thought of doing so far?



NOW

Discoverer

Changemaker

As a Clinician



Coach Approach



Discoverer Mindset

As a Leader



Does It Actually Work?

The
Evidence &
Impact



(Benzo et al., 2024; Hu et al., 2024; Kreilkamp et al., 2024)

Systematic Reviews



- Diabetes
- Cardiac rehab
- COPD

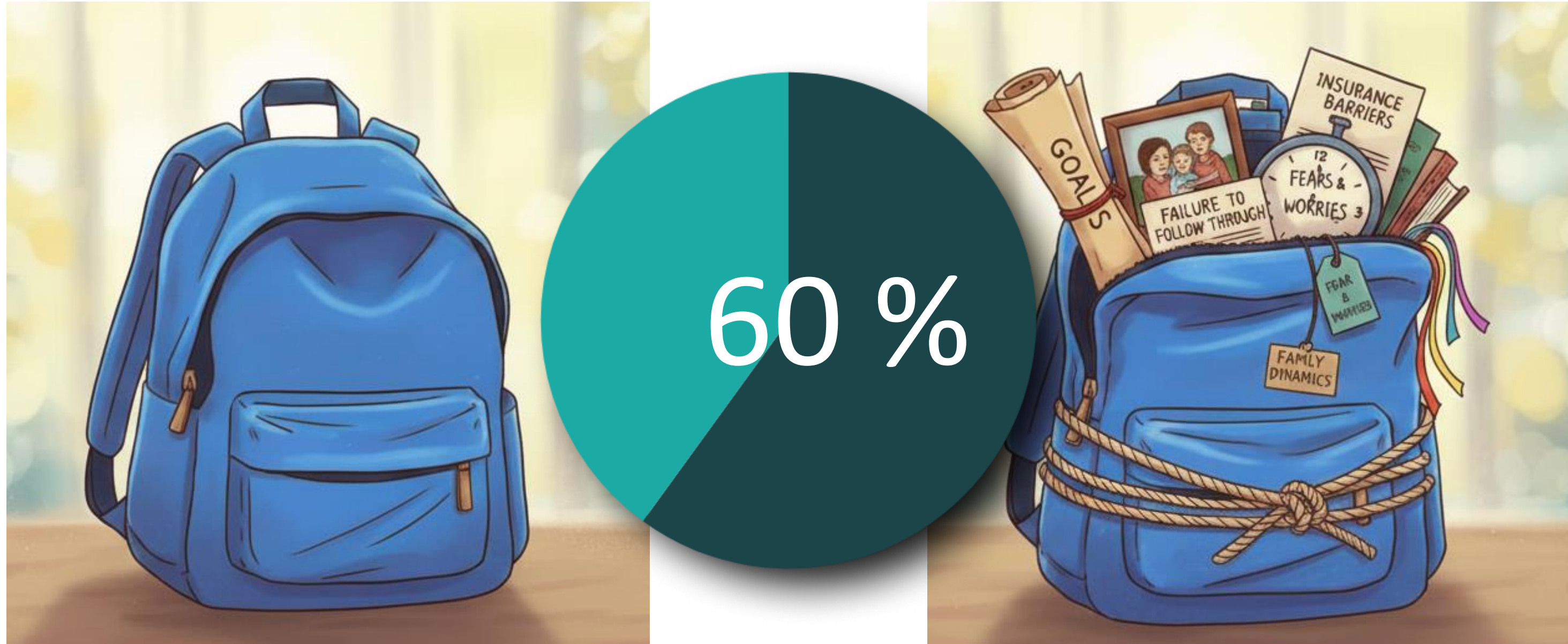


What I'd like to
invite you try:

"What's the one
thing you want to
focus on today?"



The Choice:

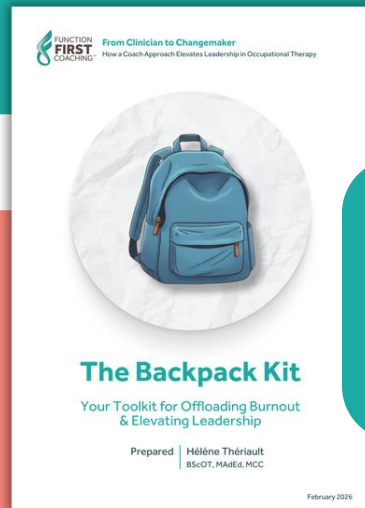


Lighten your backpack

Partner. Don't Fix.



Your Next Steps



- Burnout check-in
- Dive-In Goals™ framework
- Coaching questions examples



Scan to receive your Kit



Scan to stay connected



Reference

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