

MACP Level 2 Education & CPD Award- Report

Course Attended- Spotlight Accreditation Course

Part 1- October 2023, Part 2 November 2023

I would like to thank the MACP for their support in completing a course that has changed the way that I practice, but in a different way to what you might imagine.

I have always believed that successful patient outcomes, come from understanding the art of what we do as much as the science. Coaching and mentoring I have always felt is essential skill in Physiotherapy practice, and this can impact patients, colleagues and mentees in different ways, and create an impact. Attending a Spotlight accreditation course and becoming an accredited practitioner, means I can have access a tool that raises self-awareness, through mindset and behavior profiling that has demonstrated impact in my working environment with patients already.

Spotlight profiling is based on the concept of adaptability. This is the capacity to recognise a need to change before responding to this need by adjusting our behaviours or mindset to achieve a goal. The course quickly highlights the benefits of adaptability centre around performance, mental health, relationships, leadership, and transitions. The spotlight profile tool can be used to improve adaptability because it allows individuals to understand their mindset and behavioural preferences, recognise when they might not work, and provides a framework to start developing adaptability in these circumstances.

Since COVID, the course moved online, but this did not reduce the impact of what was delivered. Learning was webinar based, but also subsequent e-learning after this to consolidate knowledge. Overall, the course was split into a two-day block understanding how to create and deliver/feedback a profile, where the last day of the course focussed on how to use this profile in teams to enhance performance. Completing the course has helped me identify how this tool can help people experience a number of different benefits, which can include- self-awareness, contextual sensitivity, positive outlook, adaptability, self-regulation, interpersonal skills, and team effectiveness. Working in performance sport this has been highly impactful to practice, but any person or group of people working towards high performance would benefit from using the spotlight tool.

The course covered the science of perception and as I mentioned above the need for psychological adaptability in an ever changing and complicated world, which is very relevant in healthcare. It explores how the tool identifies behaviour preferences, but also mindset preferences and appreciate context, and taught me how to feed this back through the tool, encouraging examples within the persons environment. It helped me to understand we see the world not as it is – we see it as we are. This helps us to understand our strengths overplayed will often become our weaknesses, which forms a large part of self-development and self-understanding.

The 2nd day helps use the profiles in teams. This includes understanding how to run a team day, and therefore coach a team of people to work together more effectively and create better impact. Using the tool and the taught tasks helps people to develop adaptability, understanding the separation of mindset from behavior and speaks the language of performance and development. Is both rigorously validated and highly usable.

When used within team, Spotlight can begin to create a shared language, help teams to collaborate more effectively, enhance cognitive diversity, and build connection and a sense of unity. I have already commenced doing this amongst my own team as a manager and has created considerable impact to how the team works together. Having this understanding how really impacted by coaching leadership style as a manager/leader.

I would like to thank the MACP for the financial support towards me completing the course. The overall cost of the course was understandably expensive, and without their support through these awards, these learning opportunities would not be possible. This has been really impactful to people who I manage, teams and also my patients, where this can be used to support people understand their patients further, in particular in settings where they are undergoing a rehabilitation journey. Coaching and mentoring support for physiotherapists is an underutilised but very impactful tool for the future of musculoskeletal care.