ADVANCE Peer Mentoring
Coaching Groups

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Peer Mentoring

Peer Coaching

[Diagram showing the relationship between Peer Mentoring and Peer Coaching]
Why focus on peer model?
MENTORING ≠ COACHING

• Coaching is focused on:
  • Asking questions
  • Focus on inquiry
  • Self-directed learning
  • Developing actions to move toward goal attainment

• Coaching is not:
  • Giving advice or suggestions
  • Sharing stories
Purpose of Coaching Circles

• Be in community with others
• Structured opportunity to get feedback and perspective
• Gain ideas for helpful forward action
• Practice coaching skills

Call for volunteers:
Start before you are ready;
Stop before you are finished.
Group Logistics

- Group composition
  - Each member from a different department/unit/sub-group
  - Near-peer career stage
  - To share or not share other social identities?
- Regular meeting time - frequency
- Central role of confidentiality and trust
  - Relationship building
  - Commitment to the group and engagement
- Structured meeting format and roles
How this works: Meeting Concepts

• Work time – describe a dilemma and get help thinking about the issue
• Contracts – helpful, forward progress actions that individuals commit to; feasible and likely to happen
• Affirmations – positive affirmations about others
• PIGS – self-judgments or self-criticisms

See PCC Basics Handout
How this works: Roles

• Everyone is a peer coach
  • No experts or people with the answers or advice
  • Ask questions to better understand dilemmas and ways to move forward

• Meeting Roles
  • Host – invites people to work
  • Timekeeper – 2-minute warning
  • Theme Noter – high-level themes from meeting
“If I had an hour to solve a problem, I’d spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.”

~ Albert Einstein
Practicing today
Roles

• Timekeeper
• Theme Noter
• Peer Coaches
• 2 Individuals who work
Practicing Today (Work Time)

• WORLDS check (1 minute): brief statement about current state.
• [Accountability (1 minute): report back on prior contract.]
• Dilemma Statement (1 minute): I feel [emotion] about [situation] and I want to [goal].
• Peer Coaching (7 minutes): Ask clarifying questions to help participant improve their thinking and identify path forward.
• Contract (2 minutes): By [time], I will [specific action].
Example (WORLDS/Dilemma statements)

• (WORLDS statement) I’m anxious about the full day ahead of me.

• (Dilemma Statement) I’m feeling annoyed that my co-authors are not responding to my requests for feedback. I have emailed them multiple times and given deadlines. I want to receive timely feedback so I can keep moving the paper forward.
Draft a WORLDS statement

I am [statement about your current state].
Draft a dilemma statement

I feel [emotion] about [situation] and I want to [goal].
Peer Coaching Time

• Ask **clarifying questions** to build understanding

• Ask **open questions** – no agenda, no “leading the witness,” and to which you don’t know the answer

• **Promote agency** – break patterns, initiate activation energy, gain different perspective, etc.

• Last line of questioning: offering specific solutions

Example questions:
• What has worked well in your collaboration?
• Who else has or could help with the issue?
• What have you tried so far?
Example (Contract)

• (WORLDS statement) I’m anxious about the full day ahead of me.

• (Dilemma Statement) I’m feeling annoyed that my co-authors are not responding to my requests for feedback. I have emailed them multiple times and given deadlines. I want to receive timely feedback so I can keep moving the paper forward.

• COACHING QUESTIONS

• (Contract) By the end of the day on Monday, I will write my co-authors to schedule a time for feedback over Zoom or phone.
Practice Time

• 2 work time sessions
  • Two volunteers
  • Each gets 12 minutes of work time
    • Dilemma statement: I feel [emotion] about [situation] and I want to [goal].
    • Coaching questions
    • Contract: By [time], I will [specific action].

• Conclude with appreciations

Start before you are ready;
Stop before you are finished.
How this works: Meeting Concepts

• Work time – describe a dilemma and get help thinking about the issue
• Contracts – helpful actions for forward progress that individual’s commit to

Appreciations – positive affirmations about others
• Pigs – self-judgements or self-criticisms
Resources

• PCC Handout

• UW ADVANCE Peer Mentoring/Coaching Circle resources: https://tinyurl.com/ADVMCINFO

• Chapter on Peer Coaching Circles in Handbook of STEM Faculty Development (expected Spring 2023). Co-authors M. Claire Horner-Devine, Coleen Carrigan, Christine Grant, Cara Margherio, Sheri Mizumori, Eve Riskin, Julie Simmons Ivy, and Joyce Yen.
Next elegant step

“a next elegant step – one that is possible and strategic based on who is taking it and where they are trying to go. Find it and you cannot fail.”

~ adrienne maree brown

https://adriennemareebrown.net/2015/02/02/trust-the-people/
What’s next?

• Group assignments
• Set a first meeting time before the end of the quarter
• Set a regular meeting time for winter quarter and beyond